

LABOUR GAZETTE

LY 1954
L. LIV No. 7

IN THIS ISSUE:

Highlights of Labour Laws
Enacted by Provinces, 1954

1954 Annual Meeting, CMA

Recent Changes in Wages

Vacations with Pay

Wage-Rates, Hours of
Work in Municipal Service

Sickness, Accident Benefit
Plans in Manufacturing



Published Monthly
by the

DEPARTMENT
OF LABOUR

CANADA



THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

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Vol. LIV, No. 7	CONTENTS	JULY 1954
	Current Manpower and Labour Relations Review	923
	Notes of Current Interest	939
	House of Commons Debates of Labour Interest	951
	Highlights of Labour Laws Enacted by Provinces in 1954 ..	954
	83rd Annual Meeting, Canadian Manufacturers' Association ..	967
	CMA Surveys Older Worker Problem	979
	Womanpower (4th Instalment)	980
	Fatal Industrial Accidents, First Quarter, 1954	983
	International Labour Organization:	
	Canadian Government, Worker Delegates Address Conference ..	985
	Teamwork in Industry	990
	Industrial Relations and Conciliation:	
	Certification	991
	Conciliation	992
	Canadian Railway Board of Adjustment No. 1	1006
	Collective Agreements:	
	Recent Changes in Wages, Hours, Other Working Conditions ..	1009
	Vacation with Pay Provisions in Collective Agreements ..	1012
	Collective Agreement Act, Que.; Industrial Standards Act ..	1017
	Labour Law:	
	Legal Decisions Affecting Labour	1018
	Recent Regulations, Federal and Provincial	1023
	Labour Legislation in Quebec in 1954	1028
	Unemployment Insurance:	
	Umpire's Decision 1031	Monthly Report ... 1034
	Wages, Hours and Working Conditions:	
	Wage Rates, Hours of Work in Municipal Gov't Service ..	1035
	Sickness and Accident Benefit Plans in Manufacturing ..	1038
	Labour Conditions in Federal Government Contracts	1040
	Prices and the Cost of Living	1043
	Strikes and Lockouts	1045
	Publications Recently Received in Department's Library	1046
	Labour Statistics	1051

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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

OUTDOOR activities increased sharply in June for the second successive month, raising employment to within one per cent of the level attained in the same month last year. While all labour market areas felt the effects of increased labour requirements, those in the Prairie region showed the greatest change, largely because of high levels of construction activity. Substantial lay-offs of temporary and indefinite duration occurred at motor vehicle and parts plants and there was little evidence of an upturn in employment in other manufacturing industries. As a result, unemployment fell less, proportionately, than last year and the levels of both unemployment and short-time work remained considerably higher.

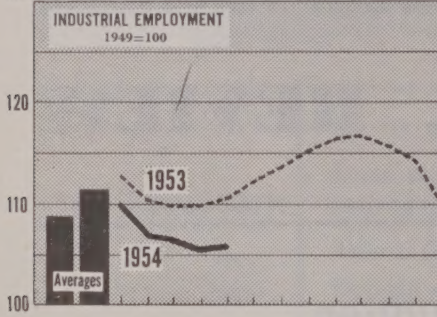
A notable feature of the latest labour force survey (week ended June 19) was the rise in the number of persons at work. This employment indicator has shown a gain of about 335,000 in the period March-June,¹ compared with fewer than 315,000 in the same quarter of the last two years. The increase has largely made up for the employment losses sustained earlier in the year and appears to be mainly the result of greater labour requirements than usual in construction, services and some seasonal manufacturing industries. With the increase, full and part-time employment rose to 5,171,000, only about 30,000 below last year's figure.

Owing to the steady growth of the labour force, the mid-year level of unemployment was still substantially higher than in 1953. The labour force estimates show, for example, that the number of persons without jobs and seeking work, 185,000, was about double last year's figure. Similarly, applications for jobs on file with the National Employment Service totalled 295,700 at June 17, a year-to-year increase of 116,500.

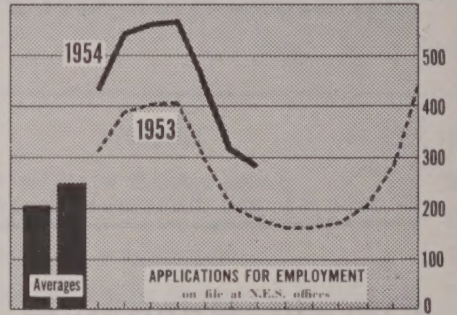
¹ In May 1954, the coverage of the labour force survey was increased to include representation for some of the remote areas not previously covered. In making comparison with previous months, this increase in coverage, amounting to approximately 0.6 per cent, must be kept in mind.

CURRENT LABOUR TRENDS

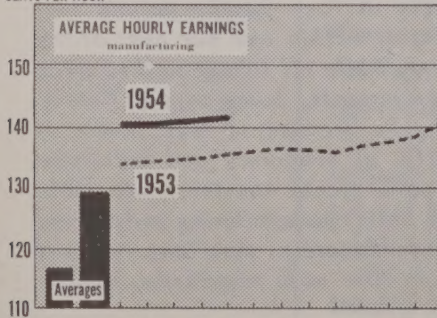
INDEX



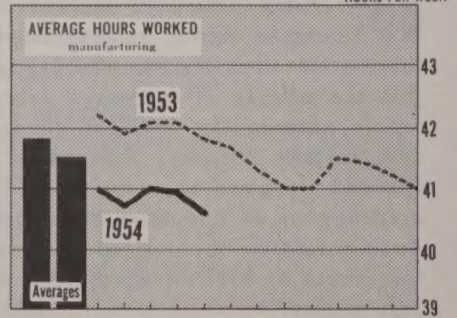
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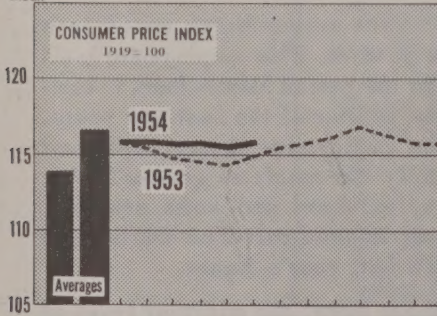
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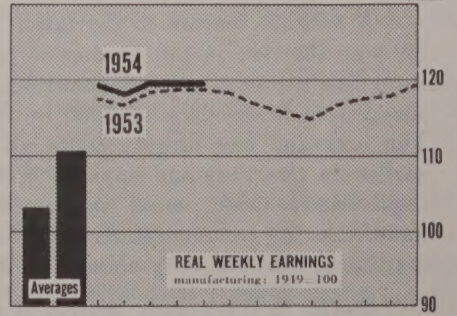
HOURS PER WEEK



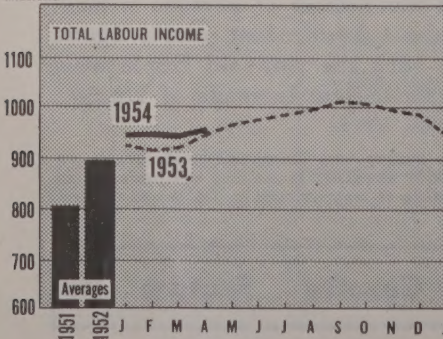
INDEX



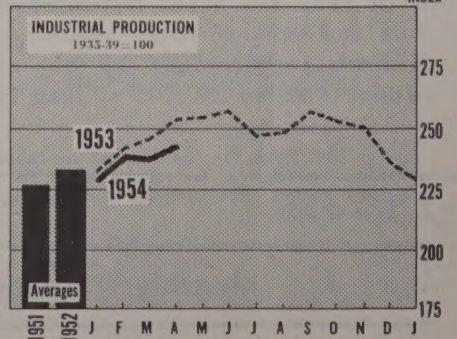
INDEX



MILLIONS



INDEX



The construction industry accounted for more than one-third of the decline in unemployment during June. Most area reports indicated that activity was approaching the high levels expected earlier, the volume of work begun being slightly greater than in the same period in 1953. Major gains were evident in residential, commercial and institutional building, off-setting a decline in the industrial sector.

With the rehiring of many of the seasonal workers released last winter, it has become clear that much of the remaining unemployment is related to the decline in manufacturing activity. This is reflected in the occupations of workers registered with the National Employment Service. The number of skilled metalworkers registered for work with the NES has increased from 6,000 to 13,500 over the year; that of unskilled transportation equipment manufacturing workers, from 1,400 to 6,200 and of unskilled metalworkers, from 2,700 to 6,400. It is also significant that at July 1, available workers were moderately or substantially in excess of requirements in more than four-fifths of the larger, industrialized centres, whereas an over-supply of labour existed in barely more than one-half of the smaller, less industrialized areas.

The downward trend recorded earlier in the year in manufacturing employment continued; at the first of May the manufacturing total stood slightly more than five per cent below the figure for May 1953. Recent reports of additional lay-offs and instances of short time suggest that little over-all improvement occurred during May or June. Employment remained stable or increased in the paper products, electrical apparatus and supplies, petroleum and chemical products industries. Employment declined in most of the remaining manufacturing industries.

In the consumer goods sector, the textile, clothing and motor vehicle industries continued to show the greatest weakness. Employment in the textile industries (seasonally adjusted)¹ increased one per cent during April but the level at the first of May was 19 per cent lower than at May 1, 1953. Employment in clothing (seasonally adjusted) dropped two per cent in April to a level 13 per cent below the year-earlier figure. In the motor vehicles industry, employment at May 1 was about the same as a year earlier but major production cut-backs developed during May and June. Oshawa, Windsor, and Oakville have been seriously affected by lay-offs in this industry.

Reduced employment was fairly general in the producer goods sector, the decreases (seasonally adjusted) being most marked in the following industries: primary iron and steel, down two per cent in April and 18 per cent over the year; iron castings, down one per cent in April and 13 per cent over the year; agricultural implements, down two per cent in April and 14 per cent over the year; aircraft, up one per cent in April but down 10 per cent over the year; motor vehicles parts and accessories, down four per cent during April and 20 per cent over the year. Further employment reductions occurred in the motor parts industry during May and June as a result of the curtailment in vehicle production.

¹ The adjustment for seasonality is made on the basis of the average seasonal employment variations in the period 1947-1951.

Labour-Management Relations

BETWEEN June 15 and July 15 a number of important collective bargaining settlements were reached in west coast logging and lumbering, in metal mining and smelting and in the textile industry. In a number of other industries, notably the railways, basic steel and automobile manufacturing, where bargaining has been in progress for several weeks, progress toward the settlement of differences appeared to be only limited. Collective agreement negotiations covering the employees of another major Canadian industry, meat-packing, have now also begun.

Strikes involving salmon fishermen in British Columbia and beverage room employees in four Alberta cities were mainly responsible for a slight increase in work stoppages last month. Preliminary figures for June indicate 31 work stoppages involving 10,157 workers and a time loss of 86,085 man-days. Cumulative totals for the period January-June 1954 are: 94 work stoppages, 25,250 workers and 364,970 man-days. Both the June figures and the six-month totals are considerably lower than those for most of the post-war years.

Current Developments

Railways. As reported last month (L.G., June, p. 750), discussions between representatives of the companies and of unions representing 145,000 non-operating employees were resumed after the middle of June. These discussions, centering around the unions' demands for fringe benefits, followed the rejection by both parties of the report of a board of conciliation. The negotiations held during June failed to produce agreement. At the time of writing no further meetings between the parties were scheduled and a strike vote was being taken among the employees. Results of the vote are expected to be known about mid-August.

Two conciliation boards are currently dealing with disputes between railways and other groups of employees. One board is concerned with differences between the Railway Association of Canada and extra gang employees represented by the Brotherhood of Maintenance of Way Employees (AFL-TLC). The other is endeavouring to settle a dispute between the Canadian National Railways and the Brotherhood of Locomotive Firemen (indep.). In both cases wage increase demands are an important issue.

Basic Steel. Bargaining has been going on for some time between the three large Canadian steel producers and the United Steelworkers of America (CIO-CCL). The main union demand appears to be a wage increase of 8½ cents an hour. Differences between the union and the Steel Company of Canada, Limited, at Hamilton are before a conciliation board. Negotiations are less advanced at the Algoma Steel Corporation Limited, Sault Ste. Marie, and Dominion Iron and Steel Limited, Sydney, N.S.

Automobile Manufacturing. Conciliation board hearings are in progress in the contract dispute between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers (CIO-CCL). Main union demands were reported to include a 30-cent-an-hour wage increase, a one-year agreement and increased vacation and welfare benefits.

Bargaining between the union and the Chrysler Corporation of Canada, Limited, has also reached the conciliation stage. Union demands appear to be similar to those made at Ford. The union requested conciliation assistance in June.

The five-year agreement between the UAW and General Motors of Canada, Limited, has still one year to run. Under the terms of this agreement, the work week was reduced to 40 hours at the Oshawa plant of the company, effective in June, and an automatic 3-cent-an-hour "improvement factor" increase was granted.

Non-Ferrous Metals. A new one-year agreement is reported to have been reached between the Consolidated Mining and Smelting Co. of Canada, Limited, and the International Union of Mine, Mill and Smelter Workers (indep.). Approximately 5,000 employees are affected by the new agreement, which applies to operations at Trail and Kimberly, B.C. Under the terms of the new contract, a wage increase ranging from two to 8½ cents per hour is provided. The Mine, Mill union has also been negotiating for some time with the International Nickel Co. of Canada, Limited, at Sudbury and Port Colborne, Ont. No agreement had been reached at the time of writing; the dispute was referred to a board of conciliation.

The Aluminum Co. of Canada, Limited, and the Aluminum Workers' Council, acting for a number of AFL unions, reached an agreement covering production workers at the new Kitimat smelter in British Columbia. The new two-year agreement includes a wage increase ranging from seven to 13 cents, one additional cent on shift differentials, seven paid holidays and payment by the company of half the cost of a health plan. The same company has started negotiations with the National Metal Trades Federation (CCCL) for its reduction and fabricating plants at Shawinigan Falls, Que. The present agreement covering some 900 workers expires next month. Union demands are reported to include a 25-cent wage increase and other adjustments, while the company is said to be proposing two separate agreements for the two plants and some changes in shift and other working conditions.

Shipbuilding. The settlement of long-standing differences between Canadian Vickers, Limited, and four AFL-TLC unions appeared likely following a vote in favour of a settlement formula. The proposed formula is based on the report of a conciliation board which recommended a wage increase of five cents an hour, with a further three cents in March, 1955, and an increase from five to seven statutory holidays.

Negotiations and conciliation have been in progress for some time involving several shipyards and the National Metal Trades Federation (CCCL) representing more than 5,000 workers. This union, also bargaining for a group of workers at Canadian Vickers Limited, Montreal, is reported to be seeking a 12-cent wage increase and a reduction in weekly hours from 45 to 42½. Demands at the Marine Industries Limited, Sorel, Que., and at George T. Davie & Sons, Limited, Lauzon, Que., include a similar wage increase and reduction in hours of work.

On the Great Lakes, negotiations involving about 500 workers are in progress between the Port Arthur Shipbuilding Co., Limited, and the United Steelworkers of America (CIO-CCL).

Grain Elevators. A conciliation officer has been unable to settle differences between the Lakehead Terminal Elevators Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). A conciliation board is currently being established in an endeavour to settle the dispute.

Logging and Lumbering. By a majority vote, some 32,000 West Coast logging and lumber workers accepted a recommendation for a new collective agreement. The settlement between the International Woodworkers of America (CIO-CCL) and Forest Industrial Relations, representing more than 150 operators, was reached with the help of a conciliation officer. No wage increase is provided in the new agreement but a number of fringe items have been changed.

The agreement between the same union and operators in the northern interior of British Columbia expires on September 1 and preliminary negotiations are reported to be under way. The union is seeking a wage increase of six cents an hour, a forty-hour week and other contract improvements.

Fishing. A new agreement was reached, following a week-long strike, between the Fisheries' Association and the United Fishermen and Allied Workers' Union representing some 5,000 British Columbia coastal fishermen. The new agreement includes slightly higher prices for some varieties of fish. Negotiations between the Fisheries' Association and some 3,500 canning factory workers have reached the conciliation board stage.

Primary Textiles. No agreement was reached early this month in the contract negotiations between the Dominion Textile Company, Limited, at Montreal and a subsidiary, Montreal Cottons, Limited, at Valleyfield, Que., and the United Textile Workers of America (AFL-TLC). The union had requested a 10-cent wage increase while the company was proposing a cut in pay. Terms of settlement for the new two-year agreement do not include a general wage change although a wage re-opener clause after one year is provided. Only minor wage adjustments were made.

Radio Broadcasting. A first agreement was signed by the Canadian Broadcasting Corporation covering some 400 television technicians. Bargaining agent for the employees is the International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators of the United States and Canada (AFL-TLC). The new one-year agreement includes a general wage increase of eight per cent, the 40-hour work week and compulsory check-off. Another first agreement was also reached between the CBC and more than 1,000 program, administrative and clerical employees represented by the Association of Radio and Television Employees of Canada (indep.).

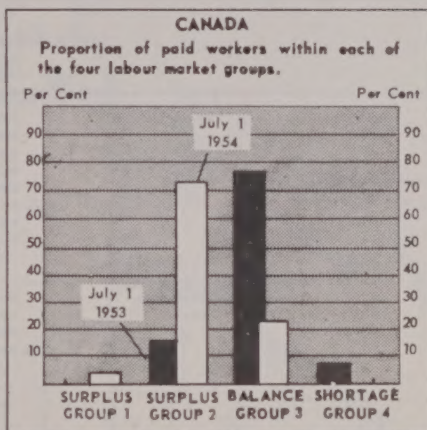
Meat-packing. Preliminary meetings were scheduled for last month between the United Packinghouse Workers of America (CIO-CCL) and the "Big Three" meat-packing companies, Canada Packers Limited, Swift Canadian Company, Limited, and Burns & Co., Limited. The current agreements with these companies terminate at the end of this month. Union demands for the 15,000 workers are reported to include a general wage increase, equalization of rates between areas, the five-day forty-hour week and other benefits. The three major meat-packing companies each sign an agreement with the union covering their Canadian plants.

Manpower Situation in Local Areas

UNEMPLOYMENT was reduced during June in all parts of the country by the increase in construction and other seasonal activities. The monthly survey of employment conditions in 109 labour market areas showed that employment conditions had improved substantially in 36 areas. As a net result, areas in the substantial labour surplus category decreased from 21 at June 1 to five at July 1, those in the moderate labour surplus category decreased from 65 to 62 and those with labour demand and supply in approximate balance increased from 23 to 41. One area moved into the labour shortage category.

Despite considerable employment increases during May and June, levels of unemployment remained higher than they were a year ago. This was particularly true in the more industrialized parts of the country because of the slower upturn this year in many manufacturing industries. It is notable, for example, that at July 1, 1954, labour demand and supply were in balance in only eight of 38 metropolitan and major industrial areas. At the same date last year, 25 of these areas were in balance and two were in the labour shortage category. The year-to-year increase in unemployment was generally less marked in smaller, less industrialized areas.

Employment conditions in the various regions relative to each other were about the same as earlier this spring. All areas in the Quebec region were in the moderate labour surplus category, as were the majority of areas in the Maritime and Pacific regions; fewer than half of the areas in Ontario and the Prairie Provinces were in the labour surplus categories.



Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	July 1 1954	July 1 1953	July 1 1954	July 1 1953	July 1 1954	July 1 1953	July 1 1954	July 1 1953
Metropolitan	1	—	8	2	2	8	—	1
Major Industrial	2	—	19	9	6	17	—	1
Major Agricultural	—	—	4	1	10	9	—	4
Minor	2	—	31	9	23	45	1	3
Total	5	—	62	21	41	79	1	9

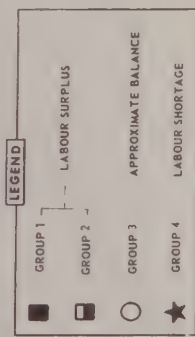
* See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, July 1, 1954

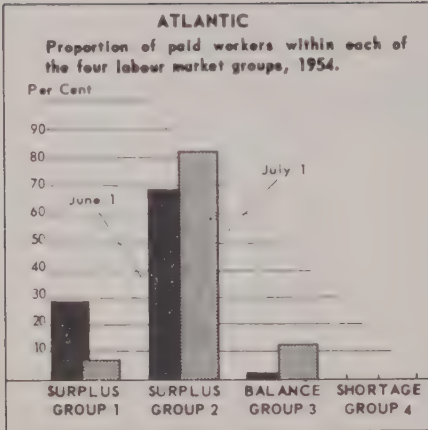
LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Calgary Edmonton Hamilton Montreal Quebec - Levis → ST. JOHN'S Toronto Vancouver - New Westminster	Ottawa - Hull → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Oshawa	Brantford Cornwall Farnham - Granby → FORT WILLIAM - PORT ARTHUR Guelph Halifax Joliette Kitchener → LAC ST. JEAN Moncton New Glasgow Niagara Peninsula Peterborough → ROUYN - VAL D'OR Saint John → SHAWINIGAN FALLS Sherbrooke Sydney Trois Rivières	Kingston → LONDON → SARHIA → SUDBURY → TIMMINS - KIRKLAND LAKE Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Charlottetown Chatham → RIVIERE DU LOUP Thetford - Magentic - St. Georges	Barrie Brandon Lethbridge Moose Jaw North Battleford → PRINCE ALBERT → RED DEER Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)	Fredericton Prince George	→ BATHURST Beauharnois Belleville - Trenton → CAMPBELLTON Central Vancouver Island → DRUMMONDVILLE Galt → GASPE Grand Falls Lachute - Ste. Therèse Lindsay → MONTMAGNY Newcastle North Bay Okanagan Valley Owen Sound Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI → SAULT STE. MARIE Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean → ST. STEPHEN Summerside Trail - Nelson Valleyfield → VICTORIAVILLE Woodstock, N.B. Yarmouth	→ BRACEBRIDGE Brampton Bridgewater → CHILLIWACK → CRANBROOK → DAUPHIN → DAWSON CREEK → DRUMHELLER → EDMUNDSTON Goderich → KAMLOOPS → KENTVILLE Listowel Medicine Hat → PEMBROKE → PORTAGE LA PRAIRIE Simcoe Stratford St. Thomas Swift Current → TRURO Walkerton Woodstock - Ingersoll	→ WEYBURN

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

July 1, 1954



ATLANTIC



JUNE was featured by a rapid seasonal expansion of employment in the Atlantic region. After a slow start in April and early May, outdoor activities advanced quickly in June, bringing the gain in employment for these three months to a level only slightly lower than usual. The number of persons working full time increased by an estimated 39,000 to a total of 454,000 during the four-week period ending June 19. The increase for the month of June was more than twice as great as in the same period in 1953.

All parts of the region recorded employment increases during June, the most pronounced changes occurring in Newfoundland, where the activities that had been mainly responsible for delaying increases in employment this spring strengthened. An increase in the price of fish, together with good catches and favourable weather conditions, encouraged fishermen to return to work and, in turn, resulted in employment expansion in fish processing and canning. At the same time, labour requirements for construction increased as residential building became more active and hiring for defence projects continued.

In other parts of the region, employment increased moderately. Activities such as agriculture, fishing, water and truck transportation, construction and fruit and fish canning shared in the increase. Employment continued below last year's levels in coal mining, textiles and primary iron and steel.

The general increase in activity in the region during June caused three labour market areas to be reclassified from the moderate surplus to the balanced category, and four from the substantial to the moderate surplus category. With these changes, four of the 21 areas in the region were in balance, 15 were in the moderate and two in the substantial labour surplus categories at the beginning of July. Last year 14 areas were in the balanced category and seven in the moderate labour surplus category.

Metropolitan and Major Industrial Areas. Further employment increases in construction and fishing reduced the labour surplus to moderate proportions in St. John's. A contract amounting to \$1,400,000 for extensive construction and utilities work requiring about 500 workers at Pepperrell Air base was scheduled to start this month.

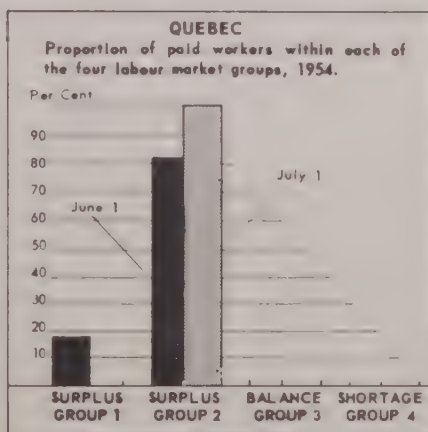
In the major industrial areas, the pick-up in employment was smaller this spring than last owing to the slow revival of activity in the construction industry. While investment intentions, as surveyed at the end of 1953, indicate substantial increases in housing starts this year, the DBS survey on new residential construction showed a smaller volume of work

in progress during the first four months of 1954 than 1953. Delay in construction contributed to the higher unemployment levels in all six areas.

Major Agricultural and Minor Areas. Employment expanded according to the seasonal pattern in the major agricultural and minor areas. Edmundston, Kentville and Truro moved from the moderate surplus to the balanced category during the month. Fredericton remained in the substantial surplus category largely as a result of reduced activity in the textile industry.

QUEBEC

LABOUR requirements for outdoor activities continued to increase in Quebec during June. The construction industry was responsible for most of this expansion but the tourist trade was also increasing after a slow beginning and employment in sawmilling and fishing increased slightly more in June as the weather improved. An estimated 15,000 persons, including students, immigrants and seasonal workers, entered the working force during the four weeks ending June 19. During the same period, the number of persons at work increased by 22,000 to a total of 1,433,000, some 14,000 fewer than in June 1953.



Little change occurred in the employment levels of most manufacturing industries although the more seasonal ones were expanding as usual during the month. Small year-to-year increases continued in the pulp and paper, chemicals, and printing industries during the first five months of 1954 while declines of some magnitude, combined with more short-time operations than in 1953, persisted in the textile and clothing industries.

Employment increased sufficiently during the month to bring into the moderate labour surplus category all ten areas that had been in the substantial surplus category at the beginning of June. This meant that all 24 areas in the region were in the moderate surplus category by the beginning of July. A year earlier, 10 areas were in the moderate labour surplus category and 14 were in balance.

Metropolitan Areas. Hiring was slow in the heavy industries in the Montreal area and, with further lay-offs of workers in the aircraft and textile industries, regular workers as well as students were finding it more difficult to find jobs than they did a year ago. Reflecting this, the labour market in Montreal was classified in the moderate labour surplus category; in June 1953 it was in balance.

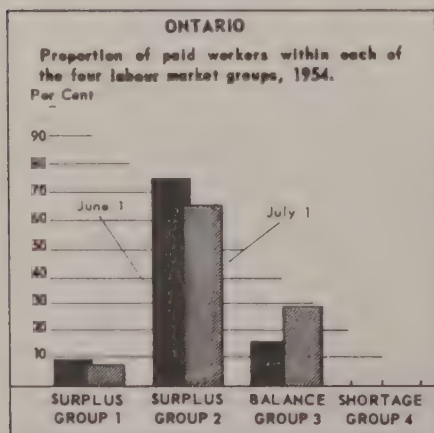
More workers were currently employed on the numerous construction projects under way in Quebec City this year than in 1953. Despite this

expansion, skilled construction tradesmen were still available in moderate numbers, as were most other types of workers. The area remained in the moderate labour surplus category.

Major Industrial Areas. The usual seasonal increase in employment brought the Lac St. Jean and Shawinigan Falls areas from the substantial to the moderate labour surplus category during the month. Registrations for employment at NES offices in these areas fell approximately to the level of June 1953. In the Rouyn-Val d'Or area, however, where the labour market was similarly reclassified during the month, applications for employment were still appreciably higher than in the same month last year, reflecting the decline in construction activities in the mining towns and surrounding district. Full-time operations have been resumed in a number of the larger textile plants in the Sherbrooke area but employment was considerably lower than a year earlier and production in some of the smaller firms and in hosiery mills generally was still irregular. The area remained in the moderate labour surplus category.

Major Agricultural and Minor Areas. Increased activity in the clothing as well as in most seasonal industries resulted in the reclassification of the Victoriaville labour market from the substantial to the moderate labour surplus category. Six other areas moved from the substantial to the moderate surplus category during the month as the result of increased labour requirements in farming and construction.

ONTARIO



During June outdoor activity, particularly in construction, agriculture and the tourist resort industries continued to increase in the Ontario region. In the four weeks ending June 19, the number of full-time workers increased by 22,000 to a total of 1,768,000, a figure just slightly higher than last year. The increase in the numbers at work was accompanied by an almost equal increase in the labour force so that the decline in the number of persons without jobs and seeking work during the month was only slight.

The increase in employment opportunities during the month was almost entirely the result of seasonal activities; construction work gradually increased, tourist resorts opened and haying and fruit-picking began. Activity in most manufacturing industries, however, continued slow during the month; further lay-offs occurred in the automobile and parts industry and scattered lay-offs in some of the other iron and steel industries. Most textile mills continued to operate at reduced capacity but a few have been recalling workers. In the southern part of the region there has been a demand for female workers for the food canning and processing industry

with plenty of labour available. Opportunities for summer employment are more limited than they have been for some years and students have had more difficulty in finding jobs.

Increasing seasonal employment resulted in the reclassification of six areas from the moderate surplus to the balanced category during June and substantially reduced unemployment in Sault Ste. Marie, bringing the area from the substantial to the moderate surplus category. At July 1, of the 34 areas in the region, Windsor and Oshawa were still in the substantial surplus category, 15 areas, including Toronto and Hamilton, were in the moderate surplus category and 17 were in balance. A year earlier, two areas were in the moderate surplus category, 29 were in balance and three were in the labour shortage category.

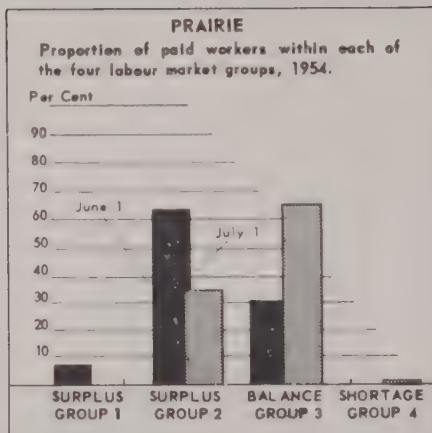
Metropolitan Areas. Construction activity accelerated in Toronto, Hamilton and Ottawa-Hull during June. By the end of the month the supply of good construction tradesmen and even unskilled construction workers was nearly exhausted in Ottawa and some categories were becoming scarce in Toronto. Generally, however, the supply of labour was adequate to fill current demand in all the metropolitan areas. The Ottawa area remained in approximate balance and Toronto was approaching a balanced labour market situation but lay-offs in the manufacturing industries kept it in the moderate surplus category. In Hamilton, the low level of activity in the iron and steel and textile industries more than offset the higher levels of construction this year. In Windsor, employment declined during the month with the additional lay-offs in the automobile industry and the area remained in the substantial surplus category.

Major Industrial Areas. The gradual upward trend in employment in most of the major industrial areas continued during June as construction activity increased and logging and sawmilling in the northern areas increased. Four of the major industrial areas moved from the moderate surplus to the balance category during the month; one remained in balance, six in the moderate surplus category and Oshawa in the substantial labour surplus category.

Major Agricultural and Minor Areas. Increases in seasonal labour requirements in Bracebridge and Pembroke brought these areas into the balanced category during June and reduced the labour surplus in Sault Ste. Marie from substantial to moderate proportions. By the beginning of July, 11 of the 18 major agricultural and minor areas were in balance, and seven were in the moderate surplus category. A year earlier, 16 were in balance and two were in the labour shortage category.

PRAIRIE

EMPLOYMENT in the Prairie region continued to rise during June, although the gain was not as great as in May. DBS estimates for the week ending June 19 showed 865,000 persons employed full time in the region. This total was 6,000 greater than a month earlier but still 15,000-18,000 less than the figure for the corresponding date in 1953. The level of unemployment showed some corresponding decline in June but remained higher than last year.



supply appeared ample enough to meet both current and prospective requirements. Applications for skilled construction jobs were almost three times as numerous as last year.

During the month, labour surpluses were reduced from substantial to moderate proportions in Fort William-Port Arthur. Winnipeg and six other areas moved from the moderate surplus to the balanced category and Weyburn from the balanced to the shortage category. At July 1, of the 20 areas in the region, three were in the moderate surplus category, 16 were in balance and one was in the labour shortage category. A year earlier, 14 areas were in balance and six in the labour shortage category.

Metropolitan and Major Industrial Areas. In Winnipeg labour requirements in construction and manufacturing increased sufficiently to bring the area from the moderate surplus to the balanced category, although production and employment generally were below last year's. Employment was notably lower in the manufacture of clothing, transportation equipment and iron and steel products. The levels of unemployment in Edmonton and Calgary showed little change. Construction, particularly residential building, increased steadily but the resulting demand did not fully absorb the large numbers of workers coming into these cities from other sections of the country.

In Fort William-Port Arthur 1,000 more loggers were rehired in June for summer operations, raising logging employment to the usual level of about 4,500. Highway construction was retarded as a result of government investigations and employment in shipbuilding and aircraft manufacturing was unchanged at levels more than a third lower than a year earlier.

Major Agricultural and Minor Areas. The demand for construction workers was sufficiently strong in Weyburn to classify it in the labour shortage category. In other areas of Saskatchewan, notably Regina, Swift Current and Saskatoon, the demand for farm, construction, clerical and sales workers continued to increase. In most other areas the labour supply was large enough to meet all summer requirements. In Alberta coal mining areas, virtually all mines were operating part time with reduced staffs.

PACIFIC

EMPLOYMENT in logging, lumbering, fishing and agriculture increased at the usual rate during June in the Pacific region; construction activity, on the other hand, lagged somewhat and manufacturing and mining employment showed little change. During the four weeks ending June 19, the number of persons at work rose from 401,000 to 410,000, an increase of about the same magnitude as in 1953 when the June figure reached 414,000.

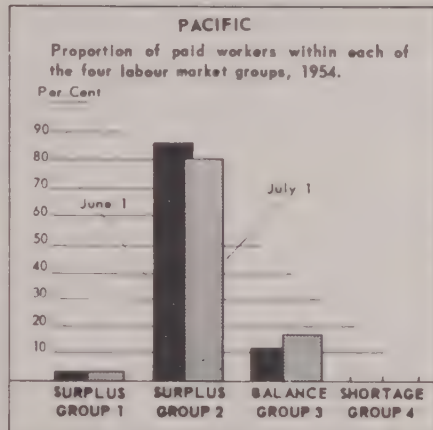
The logging and lumbering industries, aided by favourable weather and strong markets, were operating at capacity in most areas. Employment in fishing and fish canning increased at the usual rate. The halibut season closed early in June with a smaller but more valuable catch than last year. Agreement had been reached on salmon prices and, since stocks of canned salmon are now nearly exhausted, this section of the industry is expected to be fully active. Although construction work increased gradually during the month, the current program, composed of medium and small projects, required fewer workers than last year's.

Labour demand increased in most of the areas in the Pacific region during June and three—Chilliwack, Cranbrook and Kamloops—were reclassified from the moderate labour surplus to the balanced labour market category. At the beginning of July, of the ten areas in the region, Prince George was still in the substantial surplus category, five areas were in the moderate labour surplus category and four were in balance. At the corresponding date in 1953, two areas were in the moderate labour surplus category and eight in balance.

Metropolitan and Major Industrial Areas. In the Vancouver-New Westminster area, there was a moderate increase in labour demand in June, as logging camps, sawmills, plywood mills and pulp and paper mills operated at capacity. Although there was continuous but slow improvement in the construction industry, activity was still well below the 1953 peak. Manufacturing employment showed no marked change during the month.

In the Victoria area, the employment situation improved in a number of industries, particularly logging, shipbuilding and construction. This resulted in shortages of some types of skilled workers. Shipyards were busier as work proceeded on a number of fairly large jobs. Construction work was under way on several sizable projects. Lumber shipments out of Victoria to foreign markets reached a considerably higher level during the first five months of this year than of 1953, resulting in a high level of employment of longshoremen.

Minor Areas. The employment situation improved in most minor areas in June. Logging was busier generally, although operations were retarded by adverse weather in some parts of the Kamloops and the Trail-Nelson areas. Lumber mills were also busier and the construction industry was fairly active. Hirings increased in some mines but were offset by lay-offs in others, notably the closure of one mine, affecting 270 workers.



Current Labour Statistics

(Latest available statistics as of July 10, 1954.)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	June 19	5,462,000	+ 1.3	+ 1.4
Persons at work 35 hours or more	June 19	4,826,000	+ 2.1	- 1.3
Persons at work less than 35 hours	June 19	345,000	- 1.7	+ 21.5
Usually work 35 hours or more	June 19	136,000	+ 6.3	+ 52.8
On short time	June 19	44,000	0.0	+100.0
Usually work less than 35 hours	June 19	209,000	- 6.3	+ 7.2
Persons with jobs not at work	June 19	106,000	+11.6	- 15.2
Usually work 35 hours or more	June 19	103,000	+12.0	- 14.2
Usually work less than 35 hours	June 19	*	0.0	0.0
Persons without jobs & seeking work....	June 19	185,000	-14.8	+105.6
Persons not in the labour force	June 19	4,778,000	- 1.3	+ 3.1
<i>Registered for work, NES (b)</i>				
Atlantic	June 24	33,238	-24.4	+ 35.0
Quebec	June 24	89,904	-16.5	+ 42.6
Ontario	June 24	95,253	-10.3	+ 97.0
Prairie	June 24	35,144	-21.4	+ 68.3
Pacific	June 24	30,542	- 9.3	+ 33.8
Total, all regions	June 24	284,081	-15.5	+ 58.1
<i>Ordinary claims for Unemployment</i>				
Insurance benefit	June 1	247,755	-26.8	+ 73.2
Amount of benefit payments	May	\$20,709,106	-18.4	+ 69.8
Index of employment (1949=100)	May 1	106.1	+ 0.5	- 4.3
Immigration	May 1	23,078	+38.6	+ 13.3 (c)
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	June	86,085	-	+ 73.5 (c)
No. of workers involved	June	10,157	-	+ 29.7 (c)
No. of strikes	June	31	-	+ 10.6 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	May 1	\$59.14	+ 0.1	+ 2.8
Average hourly earnings (mfg.).....	May 1	\$ 1.42	+ 0.6	+ 4.7
Average hours worked per week (mfg.)	May 1	40.6	- 0.7	- 2.9
Average weekly earnings (mfg.)	May 1	\$57.61	- 0.1	+ 1.7
Consumer price index (av. 1949=100)	June 1	116.1	+ 0.5	+ 1.5
Real weekly earnings (mfg. av. 1949=100)	May 1	119.6	0.0	+ 0.8
Total labour income	April	954	+ 1.4	+ 0.5
<i>Industrial Production</i>				
Total (average 1935-39=100)	April	242.9	+ 2.8	- 4.6
Manufacturing	April	253.8	+ 1.8	- 6.3
Durables	April	307.5	+ 1.1	- 9.0
Non-Durables	April	219.4	+ 2.5	- 3.7

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Marion V. Royce Named Women's Bureau Director

Miss Marion V. Royce, MA, Principal of Moulton College, Toronto, has been named Director of the Women's Bureau of the Department of Labour. She is expected to assume her new duties early in September.

Born in St. Thomas, Ont., Miss Royce is a graduate of McMaster University and the Ontario College of Education. She has taken post-graduate studies in social science in Toronto and Chicago.

Long Service With YWCA

Between periods in the teaching profession she was General Secretary of the National Girls' Work Board of the Religious Educational Council of Canada from 1928 to 1932. Later she became Educational Secretary for the YWCA in Montreal.

In 1942 she began a long association with the World YWCA. During this period she travelled extensively studying and reporting upon economic and social problems of particular concern to women.

She also participated in a number of activities sponsored by the ILO. She took part in the Social Commission on the Status of Women and has served as a consultant on other United Nations questions.

She has been Principal of Moulton College for two years.

The Women's Bureau that she will head will be the focal point for the preparation, distribution and interchange of information concerning women in employment.

1954 Housing Program Gains in Tempo—Brunet

Canada's 1954 housing program is gaining in tempo, after a slow start, according to Raymond Brunet, President of the Canadian Construction Association. Mr. Brunet, who addressed members of the Winnipeg Builders' Exchange and the Canadian Construction Association Prairie Road Builders Section on June 21, pointed out that 1953's record housing program of

104,000 completions served only to look after Canada's normal population increase and that the construction industry has the capacity to build 125,000 units annually without any undue pressure on construction costs. According to Mr. Brunet, a minimum annual volume of this size is necessary if the housing backlog is to be overcome.

Prospects "Excellent"

The CCA President noted that the Association has advocated that the Federal Government amend the National Housing Act so that more liberal lending terms could be provided for home owners. Calling the present prospects for a high level of construction "excellent", Mr. Brunet added that in the present transition period it is "perhaps more important than ever to keep construction costs at levels that will continue to attract investors". As an example of this, he cited the action of contractors and several building trade unions in the Winnipeg area who had signed new labour agreements containing last year's provisions.

Mr. Brunet stated that in some parts of the country there has been requests by labour for "substantial wage increases". He remarked that "this has taken place, in spite of the trend in the cost of living, the extensive increase in real wages in recent years and union publicity concerning unemployment."

April Housing Completions Rise after 2-Month Lag

After lagging behind last year's figures in February and March, completions of new housing units picked up in April, when 6,774 became ready for occupancy. This was an increase of 449 or 7 per cent over the April 1953 total, the Dominion Bureau of Statistics has reported.

The total of completions for the first four months of this year, 27,101, was 2,384 or nearly 10 per cent more than the number finished in January-April last year.

The number of new dwellings started, however, was down both in April and in the first four months. The April 1954 total, 8,692, was lower by 1,210 units or 12 per cent than that for the preceding April. The total starts during the first four months this year, numbering 20,414, were 1,418 (6.5 per cent) fewer than last year.

Under construction at the end of April were 52,978 units, 352 more than on the same date last year but 6,989 (more than 13 per cent) fewer than on January 1.

Labour and Farm Income Drop, Production Slips

Canadian labour income for March was estimated by the Dominion Bureau of Statistics at \$941,000,000, a decrease of \$6,000,000 from February but \$17,000,000 or two per cent higher than for March last year.

The cumulative total for the first quarter of this year, however, is estimated at \$2,829,000,000, two per cent higher than the 1953 first-quarter estimate of \$2,772,000,000.

Estimated income for the primary industry group declined \$4,000,000 in March from February; for manufacturing, by \$1,000,000 and in the distributive trades by \$2,000,000. For the finance and service group it increased by \$1,000,000 to \$227,000,000, while in construction, labour income remained unchanged.

Compared with March last year, estimated income was higher for primary industry, the distributive group, finance and services, and lower for manufacturing and construction.

Per capita weekly earnings at the end of March averaged \$59.06 as compared with \$57.33 at the end of March last year.

Farm cash income from the sale of farm products, on the other hand, decreased six per cent in the first quarter of this year compared with the same period in 1953. According to a DBS report, cash receipts in the quarter were estimated at \$504,311,000, as compared with \$536,150,000 a year earlier and the all-time first quarter high of \$555,700,000 established in 1952.

The downturn in Canada's gross national product continued in the first quarter of this year, according to another DBS report. After allowing for seasonal factors, gross national product was at an estimated annual rate of \$24,200,000,000 in the first quarter, about the same as a year earlier but down from \$24,500,000,000 in the fourth quarter last year.

Excluding accrued net income of farm operators, Canada's gross national product showed a figure of \$22,500,000,000 for the first quarter as compared with \$22,700,000,000 for the fourth quarter last year.

At the same time, the DBS index number of the volume of Canada's industrial production declined 4.6 per cent during April. It stood at 242.9, down from last year's 254.5. During the first four months of this year the composite index averaged about three per cent below a year earlier.

The manufacturing component of April's index was down more than six per cent,

and the electricity and gas components declined slightly in the same comparison. By contrast, mineral production increased more than five per cent.

Sales of new farm implements and equipment declined in value by five per cent in 1953 for the first time in more than a decade.

Commenting on the economic situation, the Executive Council of the Canadian Congress of Labour issued a statement June 15 emphasizing that despite some seasonal pick-up, unemployment remains at a serious level.

The council proposed amendments to the Unemployment Insurance Act eliminating the present waiting period, extending benefits to persons now unable to get them, and increasing benefits. Other proposals included the application of a moratorium on mortgages, launching of new public works, an expanded housing program, increased aid to under-developed countries, and adoption of a comprehensive public assistance program including federal aid to municipalities in meeting welfare costs.

Later, Donald MacDonald, Secretary-Treasurer of the CCL, said in a statement issued June 23 that "with 217,000 people without jobs and looking for work, 103,000 more than at this time last year, it is apparent that there is not going to be merely a seasonal solution". He repeated the CCL's demand for "prompt and vigorous" government action.

Another Canadian labour leader, Roger Provost, President of the Quebec Federation of Labour (TLC), told delegates at the Federation's 17th annual convention in Granby that prosperity "is now on the way out and sure signs of a coming recession, if not depression, are all around us".

U.S. Unemployment Drops But Less Than Expected

Unemployment in the United States dropped slightly in May and employment rose appreciably, according to a joint statement issued June 7 by the U.S. Labor and Commerce Departments.

The estimated decline of 160,000 in the number of jobless workers was smaller than expected at this time of year and "could have been due to sampling variability," the U.S. Bureau of the Census cautioned in analysing the monthly figures.

The joint release said total employment rose by 500,000, reflecting a seasonal expansion in farming, construction and other outdoor activities.

The discrepancy between the two figures was explained by the fact that additional

persons entered the labour force, many of them housewives and students who took temporary farm jobs.

Although factory employment showed a further drop in May, "there was a definite slackening in the downtrend," the two government departments said.

There was no change in the number of persons out of work for 15 weeks or longer. The total was 1,000,000 in May, as it had been in April and in March.

Between early April and early May, total employment rose from 60,600,000 to 61,100,000. Unemployment went from 3,465,000 in April to 3,305,000 in May.

Manufacturing employment dropped 193,000 to about 15,500,000, which is 1,500,000 below the May total of a year ago. This was the smallest drop for any month since the industrial downtrend began last autumn.

Commenting on the situation, Nelson H. Cruikshank, the AFL's director of social insurance activities, said that "unemployment is not, at this time, a theoretical threat".

The labour official told the U.S. House Ways and Means Committee that "approximately 8.5 per cent of the labour force is now out of work. This is a real and present danger."

Mr. Cruikshank presented the Committee with AFL demands for amending the Social Security Act to increase unemployment insurance benefits, extend their duration, and limit the disqualifying provisions. He also asked that unemployment insurance coverage be made co-extensive with the federal government's old age and survivors' insurance program.

About the same time, President Eisenhower's chief economic adviser said the government does not view the present level of unemployment as a situation to be accepted indefinitely.

Government Measures

Dr. Arthur F. Burns, Chairman of the Council of Economic Advisers, said at a press conference that many things had been done to reduce unemployment. He described the Government's anti-recession measures as part of its legislative program.

Dr. Burns said tax cuts—about \$7,000,000,000 in a single year—had been made to strengthen private spending and consumption power. He said other bills are now before Congress dealing with tax revision, housing and social security.

The Bureau of Employment Security of the U.S. Department of Labor reported on June 13 that the week ending May 29 was the seventh successive week in which

the number of workers receiving state unemployment insurance had declined. The number dropped by 112,700 to 1,996,000.

The Bureau said that reports from 40 states showed new unemployment among covered workers as measured by volume of initial claims filed also declined for the fourth successive week.

At the same time, the U.S. Federal Reserve Board found that slightly more than seasonal strength was displayed in both manufacturing and mining during May. The board's industrial production index went up, marking the first time it has increased since last July.

The index rose even though industrial production remained where it had been in April. Industrial output in May was at the April rate of 123 per cent of the 1947-49 average. But the seasonally adjusted index, which had also read 123 in April, went up two points in May to 125, reflecting a production that bettered normal seasonal expectations.

Production of durable goods dropped slightly, but not as sharply as it normally does at this season, while non-durable goods production remained at the April level, reported the Board.

Business On Upswing

U.S. Secretary of Commerce Sinclair Weeks told the Detroit Economic Club on June 14 that business in the United States was on the upswing. Citing the drop in registered unemployment and the increase in the industrial production index, he added that construction was far ahead of May 1953.

The latter is confirmed by a joint report of the Labor and Commerce Departments. According to the report, expenditures for new construction set a record for May.

Private spending for residential building rose more than usual this spring, and commercial building reversed its downward trend of the past few months with a more-than-seasonal advance to a new all-time peak for May.

On the other hand, said the report, expenditures for private industrial plant, which have been falling off since early 1953, continued the slow downtrend.

Another report by the two government departments estimates that new construction expenditures will reach a new record high in 1954 and are expected to be two per cent above the 1953 record level. The estimate is based on the higher level of new home building and other civilian construction so far this year than was expected last November.

Employment in U.K. Higher Than Year Ago

Civilian employment in Great Britain in April this year increased over the previous month and over the same month last year.

At the end of April, according to the Ministry of Labour, there were 22,337,000 persons in industry, commerce and services of all kinds. This was 63,000 more than in March and 183,000 more than in April 1953.

The increase resulted from the intake of those leaving school at Easter and from the rise in seasonal employment.

The Ministry estimates that the total working population increased by 41,000 (16,000 men and 25,000 women) during April.

The total number of persons registered as unemployed on May 10 was 289,400, which includes 13,100 who were temporarily laid off. This was 27,200 fewer than on April 12.

Unemployment on May 10 was 1.4 per cent of the estimated total number of employees, compared with 1.5 per cent in April and 1.6 per cent a year ago. Persons who had been unemployed for more than eight weeks numbered 134,700.

The strength of the armed forces at the end of April was 842,000, which is 4,000 fewer than in March and 24,000 fewer than in April 1953.

U.N. Says Unemployment Is Major Problem

The problem of preventing large-scale unemployment due to reductions in military expenditure is a major problem, according to the annual economic report of the United Nations. The report, which is prepared by the economic stability and development section of the UN, was made public June 14.

Calling the past year "one of the most satisfactory years for the world economy since the war," the report warned that "much of the improvement recorded in 1953 may well have been of only temporary significance and major problems remain to be solved."

Noting that the short-term fluctuations in prices, production and international payments that had accompanied the Korean hostilities were "apparently spent", the report warned that full employment was by no means assured in the major industrial countries.

The report concluded by noting that there was not sufficient flexibility in the world economy to withstand disturbances

that might result from a reduction in the activity of any major trading country. It stated that present international arrangements for dealing with currency shortages which would arise in such a situation "must be considered inadequate".

Textile, Farm Machinery, Fuel Imports Decline

Canadian imports of textiles, primary iron and steel, farm machinery and fuels from the United States declined in value both in March and during the first quarter of 1954, according to the Dominion Bureau of Statistics. In addition, decreases were registered for purchases of fibres and non-metallic minerals and products.

In March 1953, imports of farm implements were valued at \$22,165,000; cotton products, \$10,071,000; coal, \$7,676,000; and wool products, \$6,202,000. In March this year, the values of the same products were listed as follows: farm implements, \$16,341,000; cotton products, \$8,275,000; coal, \$6,341,000; and wool products, \$5,785,000.

During the first quarter of 1953, imports of cotton products from the United States were valued at \$28,769,000 while the value of such goods for the first quarter of 1954 was \$21,119,000. Coal imports in the first quarter of 1954 amounted to \$20,517,000, a decline from the \$24,107,000 spent in the same period in 1953.

Refuse NLRB Services To Communist-Led Union

For the first time a national labour union has been refused the services of the United States National Labour Relations Board on the grounds that it is Communist-led. The action was taken May 31 against the International Fur and Leather Workers Union, whose President, Ben Gold, was recently convicted of falsely signing non-Communist affidavits.

Under the provisions of the Taft-Hartley Act, all unions must file non-Communist affidavits with the Board. Failure to comply with these requirements results in the union being denied its name on representation ballots and the protection of the Board from unfair labour practices. The Board's action resulted when the union unanimously re-elected Gold as its President despite a Board order to the union to dismiss him.

The Fur and Leather Workers have already been dismissed from the Congress of Industrial Organizations on the grounds of Communist domination.

Ottawa TLC Council Plans Housing Project

A low-rental housing project, to be administered by the Ottawa and District Trades and Labour Council, is planned for the near future.

The project, which will provide 50 housing units in an Ottawa suburb, will be financed jointly by the city and the Central Mortgage and Housing Corporation, with the latter meeting 90 per cent of the cost.

A company known as Mooretown Housing Limited has been set up by the TLC Council and will be the landlord for a period of 40 years, after which the city will own the buildings.

The company, comprising officers of the Council, was named in honour of the late Tom Moore, for many years President of the Trades and Labour Congress of Canada.

In announcing the project, Leslie E. Wismer, President of the Ottawa Council, said the new houses would be occupied in about a year. The units will rent at a rate between \$50 and \$60 per month.

Mr. Wismer said the scheme, which will be carried out with "strictly union labour", was primarily designed to help relieve the current unemployment situation. At the same time, he emphasized, the project would provide much needed low-rental housing accommodation.

Mr. Wismer said the scheme would serve as a demonstration that construction can be carried out on a year-round rather than a seasonal basis.

Project to House 7,600 Planned Near Toronto

Plans for the largest government-sponsored housing project in Canada, one that will provide accommodation for 7,600 people, were announced in Toronto late last month.

The project will be built under a federal-provincial-municipal partnership with the Federal Government bearing 75 per cent of the cost. The provincial share will be about 18 per cent and that the municipality 7½ per cent. The three governments will recover their investments, with four per cent interest, in 50 years.

The development will be located on a 120-acre site north of Toronto. In all there will be 101 apartment buildings with 1,560 individual suites of from one to three-bedroom size.

Tenants will be selected from the \$50-\$77 wage group and those with children will be given priority. Rents will range from

\$58 to a maximum of \$78, with the average at \$68 per month.

Of the 1,560 suites, 1,000 will be three-bedroom, 340 will be two-bedroom and 220 will be one-bedroom apartments.

Ninety-seven of the 101 buildings will be 2½ storey walk-ups. The other four will be 10 storey buildings placed at strategic sites to highlight the whole development. Design of the low buildings will be varied to avoid monotony. A 10-acre park will centre the project and a school may be built in this green belt area.

A municipal Housing Authority will administer the project.

U.S. Housing Starts Rise 14 Per Cent in April

Starts of privately-owned housing advanced in April to the highest level for any month in more than 3½ years, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. A 14-per-cent rise from March brought the total number of new dwelling units begun in April to 110,000, of which 109,100 were privately-owned. Public housing starts dropped from 1,200 in March to 900 in April.

On a seasonally adjusted basis, private starts have been at an annual rate of well above 1,100,000 since the first of the year. The rate in April (1,159,000) was the highest for any April except in 1950.

During the first four months of 1954, the number of privately-owned dwelling-unit starts exceeded a third of a million (341,400 units) and almost equalled the private total for January-April 1953. However, because of an 80-per-cent slump in public housing, the total number of non-farm housing starts for the first third of 1954, at 346,000 units, was 6 per cent lower than the 1953 total for the same period.

Final reports now available for 1953 show that 1,103,800 new permanent non-farm dwelling units were put under construction last year, compared with 1,127,000 in 1952 and 1,396,000 in the peak year 1950.

U.S. Textile Workers Learning New Trade

Some 20 persons in New England, thrown out of work after many years in a textile mill, are attending school to learn a new trade—shoe manufacturing. One married couple between them had a total of 63 years' service in the textile plant, which during the Second World War employed 8,000.

Says Doctors Opposed to "State" Health Insurance

Opposition of the medical profession to any form of compulsory "socialized" medicine was expressed last month at the 87th annual convention of the Canadian Medical Association in Vancouver.

Dr. C. W. Burns, retiring President of the Association, said in his report to the convention that medical men in Canada "are distinctly and, I hope, unitedly opposed to any plan of state medicine or compulsory health insurance which would place the medical profession under the control of the state".

But they would, he said, support a national health insurance plan involving voluntary payment of insurance premiums and the pooling of financial resources so that illness can be budgeted for in advance.

The CMA already is sponsoring such a voluntary scheme under its associated trans-Canada medical plans program.

Dr. Burns warned the convention that rehabilitation of those with chronic ailments was becoming an increasingly serious problem because of the rise in average life expectancy. The very young and very old now outnumbered the middle-aged group on which a nation's economy depended.

"One citizen in every five is dependent on the remaining four," he said. "Within the next 25 years this proportion will increase, which creates an alarming situation, and one which soon will be a major issue in the field of public economy."

An adequate rehabilitation program, he said, would enable chronically ill persons to contribute to their own support and would restore them as useful citizens.

5½ Million Canadians Had Health Insurance in 1952

Nearly 5½ million Canadians had some form of voluntary hospital expense insurance at the end of 1952. About four million enjoyed surgical expense protection and approximately three million were insured under medical expense policies.

These estimates were made by Bruce R. Power, Secretary and Actuary of the Canadian Life Insurance Officers Association, at the first Canadian Medical Care Conference held recently.

Mr. Power, who spoke on developments in voluntary health insurance over the past ten years, said most people acquired their protection during that time.

The number of lives covered under voluntary plans of health insurance is continuing to increase rapidly, he said, pointing

out that the ratios of increase during 1952 were 7.6 per cent for hospital coverage, 20 per cent for surgical coverage, and 31.9 per cent for medical coverage.

Describing the two broad classes of health insurance policies issued by insurance companies, namely group contracts and individual contracts, Mr. Power said life insurance companies in Canada are most active in the group field.

Among the variety of forms of group coverage, the most common are weekly indemnity benefits, which compensate the insured life for loss of time from work due to accident or illness, and insurance against the cost of hospitalization, surgical treatment and medical care other than surgery.

It is common practice, said Mr. Power, for the employer to bear part or all of the cost of the group insurance benefits provided for his employees. In fact, he said, employee-pay-all plans are frowned upon from an underwriting point of view and are discouraged.

Majority to Employers

While group policies may be made with trade or professional associations or with labour unions, the vast majority are issued to an employer to protect his employees.

One of the most recent forms of coverage in the field of accident and sickness insurance, said Mr. Power, is the form called major medical expense insurance. It is still in the experimental stage but a variety of contracts have been offered in the United States on both a group and individual basis. This movement has now spread to Canada and protection of this kind is currently being made available by a number of insurance companies.

Answers Criticism

Speaking of the non-profit concept and the criticism that insurance companies are making a profit out of human misery, Mr. Power said: "I am not prepared to concede in a private enterprise economy like ours that there is anything immoral about making a reasonable profit in return for rendering a valuable service."

He cited the case of doctors, nurses and manufacturers of medical supplies and hospital equipment, who all work under the private enterprise system.

In hospitalization insurance, he said, there seems to be a constant struggle to maintain a reasonable balance between premium income and claims outgo.

"For example, in 1952, 36 companies issuing group hospitalization contracts paid out in claims 91.8 per cent of the \$17 to

\$18 millions they received in premiums. Having in mind that the balance left after paying claimants had to take care of all administrative expenses, including the two per cent tax on premiums in respect of which the insurance companies enjoy a 'monopoly', it will be obvious that this class of business is not the gold mine it seems to be in the minds of some people," he said.

\$675 Million in 2 Years Spent on Health Care

Canadians spent a total of \$675,000,000 from public and private funds on health care during 1950-51, according to Dr. G. D. W. Cameron, Deputy Minister of the Department of National Health and Welfare. Addressing the 87th annual meeting of the Canadian Medical Association at Vancouver, June 17, he said that of this amount, almost \$375,000,000 came from families or from them through insurance plans.

With regard to the disabled, Dr. Cameron stated that a survey carried out by the Department of National Health and Welfare revealed that 425,000 persons, or three per cent of the population, reported chronic disabilities. Of this number, more than 100,000 of all ages and both sexes could be described as totally disabled.

Most Disabled Over 45

Sixty per cent of persons listed as disabled were over 45 years of age. Approximately 60 per cent of all the disabling conditions reported were due to heart disease, residual impairments due to accidents, arthritis and rheumatism, deafness, partial or total blindness and disorders of the nervous system, in that order, the speaker pointed out.

Referring to health care expenditures by income groups, Dr. Cameron remarked that about seven per cent of families with incomes under \$3,000 a year spend \$70 or more in direct physicians' services, apart from insurance, hospital and dental, and other payments.

Concerning the purchase of health care insurance, the Deputy Minister reported that with families with incomes less than \$1,500 a year, just over one-quarter reported expenditure of this type by one or more of their members. More than half of the families with incomes between \$1,500 and \$3,000 purchased this kind of protection and above the \$3,000 level, about two-thirds of all families list such an expense in their budgets, Dr. Cameron stated.

New Political Arm May Be Created in Quebec

A new political party to serve as labour's political arm in the province may be created in Quebec. At its second annual convention, held in Champigny early last month, the Quebec Federation of Industrial Unions (CCL) decided to study the creation of such a party.

A committee was instructed to draw up a manifesto setting forth the fundamental rights of workers "as trade-unionists and as citizens of the province of Quebec". The Federation intends to invite the other two major labour organizations, the Canadian and Catholic Confederation of Labour and the Quebec Provincial Federation of Labour (TLC), to participate in the preparation of this manifesto.

Romeo Mathieu, re-elected General Secretary of the QFIU, told the delegates during the two-day convention that "there is a possibility of launching a political party in Quebec which will probably have a program very closely related to that of the CCF party, but which will be distinctly 'Quebec province' in nature. This is the only solution for our problems."

Mr. Mathieu added: "The anti-democratic and anti-unionist attitude of our governments obliges us, whether we like it or not, to have recourse to one of the sole liberties left to us, that of choosing the representatives who make up our governments."

R. J. (Doc) Lamoureux, re-elected President of the QFIU, also expressed the hope that the Federation will be able to contribute towards bringing the other labour organizations closer together.

In addition to Messrs. Lamoureux and Mathieu, the Executive Committee elected includes Vice-presidents J. P. Tessier, Philippe Vaillancourt and William Dodge. Jacques V. Morin is Executive Secretary.

No Work Available Yet On St. Lawrence Seaway

Hardship for workers seeking employment and for municipalities in the St. Lawrence Seaway area has resulted from the arrival of many persons seeking work on the project at a time when there is little prospect of employment in the immediate future.

In order to prevent this, local offices of the National Employment Service have been instructed not to send workers to areas along the proposed Seaway unless there is a definite prospect of work available.

Que. to Have Committee On Industrial Relations

The Quebec Government will set up a standing parliamentary committee on industrial relations at the next session of the Legislature. This was announced by Hon. Antonio Barrette, Provincial Minister of Labour, at the closing banquet of the 17th annual convention of the Quebec Federation of Labour (TLC) at Granby last month.

Mr. Barrette said the committee will hear representations from any public body pertaining to labour-management problems.

"The committee," he added, "will keep both the public and the government fully informed about the needs and objectives of interested parties."

The QFL granted a fifth mandate to its President, Roger Provost, who defeated Paul Fournier, Canadian representative of the Distillery Workers' International Union, by a vote of 376 to 119.

Armand Marion, Canadian representative of the American Guild of Variety Artists, was re-elected by acclamation Secretary-Treasurer of the QFL, which represents some 140,000 trade-unionists belonging to 160 unions and five trades and labour councils.

The QFL decided to give its leaders more latitude in order to enable them, under certain circumstances, to form cartels with the other labour federations in the province. However, it refused to engage actively in political action.

Speaking at the opening of the convention, the President uttered a strong indictment of the Federal Government, for its unemployment policy, and of the provincial government, which it accused of doing away with freedom of association in Quebec province. It also denounced Bills 19 and 20.

While he said that the time for "partisan strife" has not yet come, Mr. Provost nevertheless emphasized the need for political education.

The delegates present, who numbered about 500, decided "to authorize the executive of the Federation to decide between conventions whether there should be participation in inter-union cartels". The resolution specified, however, that the QFL is not to take part in any joint action "except in cases of urgent interest for all workers".

This resolution modifies the one adopted at the Sherbrooke convention in 1951, which forbade any coalition with the Canadian and Catholic Confederation of Labour.

The delegates approved a report rejecting as unsatisfactory the draft labour code

submitted by the Superior Labour Council. The QFL intends to present its own labour code soon.

The convention also asked that the legislation governing workmen's compensation be amended so as to ensure the accident victim of full compensation for his wages and immediate payment of all compensation, and that this legislation apply to all professional and industrial illnesses, irrespective of the nature of the illness or of the employment, and to all industries.

With regard to unemployment insurance, the delegates were unanimous in calling for higher benefits and a shorter waiting period.

All the regional vice-presidents were re-elected by acclamation. These vice-presidents are: Edouard Larose and R. M. Bennett, Montreal; Jean-Baptiste Hurens, Quebec; Jean-Baptiste Arsenaault, St-Maurice; René Fournier, Eastern Townships; Pat O'Farrell, Western Quebec; Marcel Charbonneau, the Laurentians; and Georges Métivier, Richelieu district.

CCCL Begins Organizing New Logging Union

The Canadian and Catholic Confederation of Labour has just launched an organization campaign among Quebec's forest workers to set up the "Professional Syndicate of Specialized Forest Workers".

The aim of the CCCL is to form a union to represent the various permanent trades in the logging industry—particularly camp clerks, cooks and their assistants, mechanics and drivers of motor vehicles, forest rangers and lumber scalers, construction and maintenance workers for camps, roads, bridges and locks; blacksmiths, dynamiters and workers of all trades in general.

A team of organizers under the direction of René Harmégnies, chief organizer for the CCCL, has begun the task. The services of Irénée Bérubé, forest ranger and former publicity man for the licensed lumber scalers of Quebec, have also been retained.

Letter Carriers Leave Civil Service Federation

The Federated Association of Letter Carriers has voted to leave the Civil Service Federation of Canada. The decision was taken at the Association's 30th annual convention in Ottawa last month. The group is also affiliated with the TLC.

Firm Hires Union Chief To Settle Grievances

To facilitate the settlement of grievances, a Quebec firm has created a new position and hired the president of the union in the plant to fill it.

Shawinigan Chemicals has appointed J. Emile Hébert, President of the National Federation of Chemical Industry Workers (CCCL), to anticipate grievances and aid in their prompt settlement. Mr. Hébert, a company employee for 25 years, was recommended for the job by his union. Creation of the new position resulted from an understanding reached during recent negotiation of a new contract.

10,200 Under 16 Years Old Work in Quebec Industry

According to an investigation carried on recently by the Research Service of the Canadian and Catholic Confederation of Labour, more than 10,200 boys and girls under 16 years of age were working in industries in the province of Quebec on April 1, 1953.

This inquiry, undertaken at the request of the CCCL's Confederal Committee on the Problems of Women in Industry, showed that 10,257 children (5,675 boys and 4,582 girls) had obtained juvenile permits allowing them to work in industries not classified as dangerous.

According to the Industrial and Commercial Establishments Act, these industries can hire girls and boys over 14 years provided the latter can prove that they are able to read and write easily.

Heading the list is Montreal, where 3,456 of the 4,582 working girls are employed. Next come Verdun, with 202; Quebec, 200; Three Rivers, 170; and St. Hyacinthe, 144.

The greatest number of employed girls, 1,430, are in the ready-made clothing industry. Then come commercial establishments, with 1,209, and factories producing food, 447.

The CCCL Committee is now making an extensive investigation into the question of women in industry, their working conditions in the factories and their distribution in the various industries.

96,000 Work Injuries In Ontario in 1953

During 1953, within the manufacturing classes of industry in the membership of the Industrial Accident Prevention Associations (Ontario), 96,749 work injuries

were reported to the Workmen's Compensation Board, it was reported by R. G. D. Anderson, IAPA General Manager, at the organization's 39th annual safety conference in Toronto.

Of these, 24,379 involved an absence from work of five days or more. There were 87 reported deaths, of which 23 resulted from traffic accidents and 12 from industrial diseases, chiefly silicosis and pneumoconiosis.

No Costs at all

Mr. Anderson stated that in more than 40 per cent of the plants having membership in the Associations, no costs at all were incurred under the Ontario Workmen's Compensation Act.

Referring specifically to the activities of the Associations during 1953, the general manager noted that 7,587 inspections had been made with 12,374 recommendations for the correction of unsafe conditions and practices. The inspection staff also participated in 77 plant meetings. In co-operation with Toronto and McMaster universities, evening courses were conducted throughout the year on safety practices in industry. During the year, the Associations promoted 275 safety meetings with a total accumulative attendance of 26,665 persons.

CPR Names Supervisor Of Labour Relations

A. L. McGregor has been named supervisor of labour relations for the Canadian Pacific Railway Company, it was announced last month. A native of Winnipeg, where he joined the railway in 1918, he has been superintendent of the Company's Sudbury division for four years and before that was assistant to the general superintendent at Montreal for six years.

Newspaper Guild Reports Recent Contract Gains

Recent wage gains and improvements in working conditions on newspapers in the United States under American Newspaper Guild (CIO) contracts are reported in *The Guild Reporter*, ANG publication.

The Boston Post has reduced the work-week from 40 to 37½ hours, raised top reporter minimums from \$117.25 to \$121 a week, and granted four weeks' vacation after 20 years' service instead of after 25 years'.

At the *Chicago Daily News*, wage rates for reporters have been raised to \$120 a week after five years' service and for copy-readers, \$125 after 4½ years'.

Labour Act Proclaimed, New Board Named in B.C.

British Columbia's new Labour Relations Act (see p. 954) was proclaimed June 16. The next day Labour Minister Lyle Wicks announced the appointment of the five members of the province's Industrial Relations Board to take over the duties of the former part-time Labour Relations Board.

Thus Deputy Labour Minister W. H. Sands will now be chairman of both boards.

Strong Labour Protests

Strong protests have been voiced against both the membership of the new Board and the Act by organized labour in the province.

In announcing the new arrangement, Mr. Wicks said the appointments "are in accord with our policy to simplify administration where possible. As this eliminates one government board it not only simplifies procedure as well as administration for the labour department but will also result in considerable saving to the British Columbia taxpayer."

The former Labour Relations Board was composed of two management representatives, two labour representatives, and a government-appointed chairman. One of the labour representatives, Charles Murdock, was appointed to the Industrial Relations Board last year. He is Vice-president of Division 101, Street Railway-men's Union, and will be the only labour member of the board that will now administer all labour legislation in the province.

Other members of the Board are Mrs. Rex Eaton, who thus becomes the first woman in Canada to sit on a labour relations board; H. J. Young, retired Vancouver industrialist; and G. A. Little, chief investigator for the LRB.

Commenting on the appointments, Tom Alsbury, President of the Vancouver, New Westminster and District Trades and Labour Council (TLC) said: "The Labour Relations Board members are selected by labour and management, but the Industrial Relations Board members are chosen by the government. They will be completely ignoring the voices of labour and management, the groups primarily concerned."

George Home, Secretary of the British Columbia Federation of Labour (CCL) declared: "This is the first time in Canada that a provincial labour relations board has been set up without letting employees have the right to nominate who should represent them.

"The government is not asking who should represent us; it is telling us," he said.

Following its introduction, a labour research committee comprised of members of the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the railway transportation brotherhoods said the new Act "will destroy industrial peace on the West Coast". The committee members represent more than 150,000 workers.

A special report issued by the committee charged that the new legislation will lead to and promote bitterness in labour-management relations. It said the amendments to the Act are not in sympathy with the needs of the British Columbia worker and are designed to hinder trade union functions. Introduction of the new Act was unnecessary, the report said, since only one section of the old Act was deleted.

Says Act "Vicious"

Individual labour leaders also attacked the Act after its proclamation. Lloyd Whelan, President of the Vancouver local of the International Woodworkers of America (CIO-CCL), termed the Act "vicious to basic industries". Jack MacKenzie, President of another IWA local, said: "It's become law and we are going to have to live with it; but it is still our firm opinion that it places too much power in the hands of one individual—the Labour Minister."

Thomas Gooderham, TLC Pacific Coast representative, said he was "sorry to see it become law so suddenly without further consideration by the government to labour's requests for certain changes."

The Secretary of the Victoria Trades and Labour Council (TLC), Percy Rayment, said labour legislation in British Columbia was in advance of most other provinces, but "the new Act is definitely a backward step with the poor provisions of the Acts in other provinces introduced".

Defending the Act and deploring "the great deal of misinformation" about it, Labour Minister Wicks said:—

"We have made the Act as legally fool-proof as possible and we have placed related sections...together to avoid confusion, which makes for simplicity and clarification."

The new Labour Relations Act replaces the former Industrial Conciliation and Arbitration Act, in force since 1947. Details of the new Act are given in "Highlights of Labour Legislation Enacted by Provincial Legislatures in 1954" which begins on page 954 of this issue.

Grant 467 Certifications In B.C. Last Year

Permission to prosecute for alleged violations of the Industrial Conciliation and Arbitration Act was granted in an increased number of cases in British Columbia last year, according to the report of the provincial Labour Relations Board for 1953. Seventy-five such requests were filed with the Board, of which 36 were granted. In 1952, only 14 requests to prosecute were approved.

During the year, the Board authorized the issuance of 467 certificates of bargaining authority and rejected 119 applications. Within the same period, 48 representation ballots and 221 strike votes were conducted by the Board. The Board considered 54 applications for decertification during the year, of which 15 were rejected and 29 were approved. At the end of the year, eight such applications had been tabled and two were still pending.

ITU Re-elects Randolph; Boilermaker Chief Quits

The headquarters of the International Typographical Union reported last month that Woodruff Randolph had been re-elected President by a 569-vote margin over George Bante of Chicago. The vote was 38,160 to 37,591. Mr. Randolph has been President of the ITU since 1944.

The President of another AFL union, the International Brotherhoods of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, has resigned, effective July 1. Charles J. MacGowan, who will now occupy the position of President Emeritus, will continue to be a member of the union's executive council, however. He was succeeded by William A. Calvin, a former Vice-president of the union and recently Assistant to the President.

Chief Calls Soviet Unions "Schools for Communism"

State-controlled unions in the Soviet Union are known as "the school of Communist education of the masses," said Nikolai M. Shvernik in an address to the Eleventh Congress of Soviet labour unions held in Moscow recently.

Mr. Shvernik, who is leader of the Soviet labour unions, said they must "increase Socialist competition, strengthen labour discipline and eliminate formalism in their approach to daily problems".

Mr. Shvernik accused the Oil and Building Ministries of "systematically failing to fulfil" the targets set for them by the state. He complained that the Ministries of Agriculture and of State Farms had lagged behind in their plans for building houses for farm workers.

He told the labour unionists it was their job to help put matters right.

A message of greeting sent to the congress jointly by the Central Committee of the Soviet Communist Party and the Government, and quoted by Tass, the Soviet news agency, said:—

"Soviet labour unions at all stages of Socialist construction have put into effect the policy of the Communist Party, aimed at strengthening the might of the Soviet State, at a steady building up of the country's economy and the culture and well-being of the people."

Four-Month Immigration Higher Than Last Year

More immigrants entered Canada during the first four months of 1954 than in the corresponding period of 1953, the Department of Citizenship and Immigration has reported. Up to the end of April this year, 44,877 immigrants arrived in the country while 39,055 entered in the first four months of 1953.

In April this year, immigrants totalled 16,654, of whom 7,838 were adult males, 4,891 adult females and 3,925 children under 18 years.

Italian immigrants were the largest ethnic group to arrive in the first four months of 1954, numbering 7,962, followed by English (7,421), Dutch (6,213), German (5,855), Scottish (3,183) and from the United States, 2,872.

Uncover Dual Role of B.C. Local's President

A man in British Columbia who while serving as president of an AFL local was employed as organizer for a rival CIO union has been unmasked. He was immediately dismissed from his presidential post.

According to a Canadian Press report from Kitimat, Wally Ross, President of the local of the Aluminum Workers International Union (AFL) there, admitted during a conciliation board hearing that he was actually an organizer for the United Steelworkers of America (CIO-CCL). Mr. Ross had just presented the aluminum workers' brief to the board when he admitted his dual role when confronted by the company counsel at the hearing.

Steelworkers, U.S. Steel Sign New Agreement

A five-cent-an-hour wage increase and improved pension and insurance programs highlighted the new contract signed by the United Steelworkers of America (CIO) and the United States Steel Corporation, June 29. The Steelworkers represent approximately 600,000 workers in the basic steel industry and the negotiations with U.S. Steel are expected to set the pattern for negotiations with other firms in the industry.

Under the new contract, which became effective July 1, the workers will receive a five-cent-an-hour wage increase, bringing the average hourly rate to between \$2.19 and \$2.29. The pension program, which will go into effect November 1, provides for an increase from \$100 a month for all workers with 25 years' service to \$140 for employees with 30 years' service. Both the old and the new benefits include federal social security payments.

The insurance program, which also becomes effective November 1, calls for an additional company and employee contribution of two cents per hour to finance the scheme. Previously, the company and the employees had contributed 2½ cents each. The new cost now amounts to 4½ cents an hour for both parties.

The insurance clauses of the contract are frozen for two years while the pensions provisions will remain unchanged for three. Wage talks, however, may be reopened on May 1 next year.

The new agreement also: (1) allows those who retire because of disability before age 65 to receive a minimum \$75-a-month pension, compared with \$50 under the old contract; (2) sets the starting rate at \$1.57 an hour; and (3) retains the present spread of 5½ cents between job classes.

The agreement made no mention of the guaranteed annual wage which the union stressed earlier as a major point in the negotiations.

The Corporation estimates the "package" increase amounts to 9 to 10 cents an hour, the highest so far in 1954 contract negotiations in any major United States industry.

An analysis by the Bureau of Labor Statistics, United States Department of Labor, of 222 major contracts negotiated in the first quarter of 1954 shows that 80 per cent of them provided for wage increases, with the median raise between 6 and 7 cents for all contracts.

5-Cent Ceiling Predicted For U.S. Wage Increases

Wage increases in the United States this year will not exceed five cents an hour, the American Management Association predicted last month.

In a report circulated among labour relations executives attending a collective bargaining conference in New York, June 7 and 8, the Association said: "Early contract settlements reveal that many firms are settling for no money raise at all; and many others are coming in for five cents or under. So at this point it looks as though the nickel settlement will be about ceiling so far as wages are concerned this year."

(The prediction was made three weeks before the United Steelworkers and U.S. Steel signed an agreement providing for a five-cent-an-hour increase (see above).)

Other Predictions

Concerning organized labour's internal situation, the Association made the following predictions:—

That the chances of a merger between the AFL and the CIO are "remote" and will remain so until the two bodies can work out their jurisdictional problems.

That the formation of a third force in labour, composed of the International Brotherhood of Teamsters (AFL), the United Steelworkers (CIO) and the independent United Mine Workers, is "improbable".

That the influence of the United Electrical Workers and other unions which have been accused of being left-wing is declining but that the Communist party is still following its policy of infiltrating unions wherever it can.

That the guaranteed annual wage is not likely to feature prominently in the wage negotiations of the average company.

Stating that unions will press their demands for fringe benefits, management was warned to expect collective agreement negotiations to concern the 35-hour work-week, severance pay for hourly-rated employees, additional paid holidays, group life insurance, sickness and accident insurance, hospitalization benefits, surgical insurance, improved pension plans and increased vacations.

The Association concluded its review of labour-management relations by noting that "the company that has followed a consistent, fair and firm labour relations policy in the past will probably find that its action this year will help to establish a better and more healthful industrial relations climate."

J. L. D. Ives Retires at End of Month

After nearly half a century's association with railroading and with the Order of Railway Conductors, J. L. D. Ives, Vice-president and Dominion Legislative Representative of the Order, has announced his retirement at the end of the current term, which expires July 31.

Mr. Ives, who was born in Prince Edward Island, first began his railroading career as a brakeman on the Canadian Northern Railway at Dauphin, Man., in 1907. Following his promotion to conductor in 1911, Mr. Ives moved to Winnipeg and worked in this capacity with the Canadian Northern Railway and later with the Canadian National Railways after the amalgamation of the Canadian Northern, the Grand Trunk Pacific and the Canadian Government Railways.

Mr. Ives, who had served on local committees of adjustment, participated actively in the negotiations of agreements covering the consolidation of the three railway properties. In 1936 he was elected Chairman of the General Committee of Adjustment for the Order on Canadian National lines in the West. Mr. Ives moved to Ottawa in 1941 when he was elected a Vice-president and Dominion Legislative Representative of the Order.

Since 1941, Mr. Ives has served as a member of the Canadian Railway Board of Adjustment No. 1 and during the past year was Chairman of the Board. As Dominion Legislative Representative, he has been associated with the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods and has been the Committee's Chairman for the past three years.



The Committee, which represents most railway workers in Canada, is a voluntary organization composed of representatives of the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, the Brotherhood of Maintenance of Way Employees and Division No. 4, Railway Employees Department (AFL). Its name was recently changed to National Legislative Committee (Canada), International Railway Brotherhoods.

House of Commons Debates of Labour Interest

Disabled Persons

June 1

The Hon. Paul Martin, Minister of National Health and Welfare, moved the second reading of Bill No. 462, to provide allowances for disabled persons between the ages of 18 and 65. The maximum allowance permitted will be \$40 a month.

According to Mr. Martin, the legislation is primarily concerned with providing a measure of security and comfort for the

"most helpless of our fellow citizens, the totally and permanently disabled". Mr. Martin pointed out that the costs of the program will be shared equally by the Federal Government and the participating provinces. As such, the provinces will have to enact enabling legislation. The Health and Welfare Minister estimated that if all the provinces joined in the program, an estimated 25,000 to 35,000 disabled citizens would receive benefits at an annual cost of between \$12 to \$16 million.

The proposed legislation provides that any province may set a higher minimum age for eligibility if it so desires. The residence requirement has been set at 10 years. Income ceilings are to be the same as those in the federal Old Age Assistance Act and, stated Mr. Martin, "represent the most common wish of the provinces when they were assembled in conference with us here a few months ago".

The proposed legislation will avoid a duplication of benefits payable under other enactments such as the federal Blind Persons Act, the Old Age Assistance Act, the Old Age Security Act, the War Veterans Allowance Act and provincial mothers' allowances laws. In addition, duplication of benefit will be avoided where care or maintenance is already provided in institutions.

Mr. W. G. Blair (Lanark) stated that it was regrettable that the definition of total and permanent disability had been left out of the proposed legislation and would be dealt with only in the regulations to the Act. Mr. Blair added that the legislation left a gap for those between the ages of 16 and 18, a period between the age when family allowances ended and disability allowances began.

Mr. Stanley Knowles (Winnipeg North Centre) urged that the proposed allowance be increased to \$60 a month and added that the federal government share of the costs should be on a 75-25 basis and not 50-50 as proposed. This would mean that the Federal Government would pay \$45 and the provinces \$15 with regard to a \$60 benefit, Mr. Knowles remarked. Mr. Knowles also criticized the residence qualification, pointing out that it disallowed benefits to immigrants who, on becoming disabled, would be an added burden to agencies in the provinces or municipalities concerned. Mr. Knowles further recommended that the ceiling on permissible income for those coming under the provisions of the Act be increased.

June 8

The House resumed consideration in committee of Bill No. 462, to provide allowances for disabled persons.

Mr. Stanley Knowles (Winnipeg North Centre) asked the Hon. Paul Martin, Minister of National Health and Welfare, how the 25,000 to 35,000 persons the Government had estimated would come under the provisions of the disabled persons legislation could be reconciled with the 100,000 persons estimated as being disabled in the April 1952 issue of the *LABOUR GAZETTE* and who would come under the

attention of the national advisory committee on rehabilitation. In reply, Mr. Martin stated that the latter figure referred to veterans, workmen's compensation cases, total hospital cases and others.

After some debate, the bill was read the third time and passed. Participating in the debate were: Mr. J. F. Pouliot (Temiscouata), Mr. F. D. Shaw (Red Deer), Mr. J. R. Kirk (Antigonish-Guysborough), Mr. G. H. Castleden (Yorkton), Mr. T. S. Barnett (Comox-Alberni), Mr. F. S. Zaplitny (Dauphin), Mr. J. G. Diefenbaker (Prince Albert), Mr. G. K. Fraser (Peterborough) and Mr. T. J. Kickham (Kings).

Anti-Dumping Laws

June 4

Speaking in the debate on the estimates for his department, the Hon. J. J. McCann, Minister of National Revenue, stated that the policy put into effect by the Government concerning the importation of end-of-season and end-of-line goods had served as a deterrent to importers. The Minister stated that where departmental appraisers had increased the invoice value of an imported product, Canadian manufacturers had benefited. He told the House that clothing imports have declined and that higher valuations for customs duties are being assessed on them.

In reply to Mr. J. M. Macdonnell (Greenwood), Mr. McCann stated that 26 additional appraisers had been hired by the Government to examine the prices of foreign exporters. He noted that they were at present working in the United States and the United Kingdom and that communications were under way with other countries with a view to having Canadian appraisers accepted there.

Other speakers in the debate included Mr. C. Gillis (Cape Breton South), Mr. A. M. Nicholson (Mackenzie), the Hon. Walter Harris, Minister of Citizenship and Immigration, Mr. George Drew, Leader of the Opposition, Mr. G. W. Montgomery (Victoria-Carleton), Mr. C. O. Nickle (Calgary South) and Mr. Donald M. Fleming (Eglington).

Industrial Relations

June 8

Mr. Stanley Knowles (Winnipeg North Centre) moved the second reading of Bill No. 466, to amend the Industrial Relations and Disputes Investigation Act. Mr. Knowles explained that his bill was in the nature of an amendment to the federal labour Act in order to clear up an ambiguity concerning the laying of an

information and complaint under the Act. Mr. Knowles added that a recent decision by the Manitoba Court of Queen's Bench had highlighted this ambiguity and that the Manitoba Labour Relations Act concerning the laying of a complaint and information was identical to the federal statute.

Speaking for the Minister of Labour, the Hon. Paul Martin, Minister of National Health and Welfare, stated that it was the Government's intention to await the appeal of the Manitoba decision before taking any final action.

Seamen's Training

June 11

Mr. Howard Green (Vancouver-Quadra) asked the Hon. Lionel Chevrier, Minister of Transport, if the Government was considering establishing a vocational training plan for seamen who had become unemployed due to their ships' registry being transferred from Canada to that of the United Kingdom. Mr. Chevrier replied that no such scheme existed but pointed out that under a provincial-federal agreement, through the Department of Labour, training is provided for persons in various trades.

Mr. Green noted that placing unemployed seamen under ordinary vocational training programs would work a hardship on them as some of the provinces have not agreed to this and also that in British Columbia trainees apparently do not receive allowances while in training. Mr. Chevrier stated that he would bring the matter to the attention of the Minister of Labour.

Health Insurance

June 19

In reply to several speeches made in the House concerning a national health program, the Hon. Paul Martin, Minister of National Health and Welfare, stated that his department has been making studies of costs situations in Canada as well as in the United Kingdom and the Scandinavian countries. In addition, the department was discussing voluntary plans that are carried on outside the auspices of the Government, the Minister noted.

Mr. Martin went on to state that so far as the provinces were concerned, he knew of only one provincial government that would be prepared to embark on a national health insurance scheme.

Mr. Martin referred to a speech made by Prime Minister Louis St. Laurent on July 9, 1953, in which it was stated that

the Liberal party was committed to support a policy of contributory health insurance to be administered by the provinces. In addition, the Prime Minister's speech pointed out that this scheme depended upon the provincial governments taking the initiative in working out health plans adapted to local conditions.

Unemployment

June 24

Speaking during the debate on the estimates for his department, the Hon. Milton F. Gregg, Minister of Labour, stated that in the fiscal year 1952-53, the number of claims for unemployment insurance was 17 per cent higher than in the fiscal year 1951-52. He added that the number claiming benefits in the 12 months ending in March of this year was about 25 per cent greater than in the corresponding period of the previous fiscal year.

Referring specifically to the unemployment situation, the Minister stated that his department was taking "a very serious and continuous look" at the Unemployment Insurance Act in the light of experience gained during the past winter. He referred to the past winter as "the first time anything approaching a severe test of the effectiveness of the Unemployment Insurance Act has occurred".

The Minister admitted that the total number of unemployed has been large and that the Government has been greatly concerned about it. He expressed the hope that the administration of the Act had "softened the really heavy sting of hardship during the seasonal unemployment of this past winter".

Among those participating in the debate were: Mrs. Ellen Fairclough (Hamilton West), Mr. Clarence Gillis (Cape Breton South), Mr. Roland Michener (St. Paul's), Mr. E. G. Hansell (MacLeod), Mr. J. W. Noseworthy (York South), Mr. Michael Starr (Ontario), Mr. W. B. Nesbitt (Oxford), Mr. George Drew, Leader of the Opposition, Mr. Stanley Knowles (Winnipeg North Centre), the Hon. Walter Harris, Minister of Citizenship and Immigration, the Hon. J. J. McCann, Minister of National Revenue, Mr. J. M. Macdonnell (Greenwood), Mr. Gordon Churchill (Winnipeg South Centre), Mr. G. W. Montgomery (Victoria-Carleton), Mr. H. W. Herridge (Kootenay West), Mr. L. E. Cardiff (Huron), Mr. E. D. Fulton (Kamloops), Mr. T. S. Barnett (Comox-Alberni), Mr. J. Pallett (Peel) and Mr. C. W. Carter (Burin-Burgeo).

Highlights of Labour Laws Enacted by Provincial Legislatures in 1954

New Labour Relations Act passed in British Columbia; Acts amended in four other provinces. Higher benefits and extended coverage provided in revision of British Columbia Workmen's Compensation Act. New Brunswick passes new vacations with pay and weekly rest legislation

At the 1954 sessions of the provincial Legislatures, the most important changes in labour legislation were in the field of labour relations. In British Columbia, a new Labour Relations Act was passed, replacing the former Industrial Conciliation and Arbitration Act and giving to the Minister of Labour many of the powers and responsibilities formerly vested in the Labour Relations Board.

Many significant amendments were made to Part V of the Alberta Labour Act, which deals with conciliation and arbitration. One new feature of the Act as amended is that the Board of Industrial Relations is given authority to "suspend" the certification of a bargaining agent where it is satisfied that it no longer represents the majority of the employees in the bargaining unit.

Changes were also made in the Acts of Ontario, Quebec and Saskatchewan. In Ontario, the changes were designed to shorten the period in which bargaining and conciliation proceedings are carried on. The Quebec Legislature provided for the decertification of a union if any of its officers or organizers are Communists. In Saskatchewan, pension rights of employees involved in a legal strike or lockout are protected by an amendment to the Trade Union Act.

Manitoba enacted a new law to provide for compulsory arbitration in a dispute between a municipality and a certified union of firefighters.

As regards other changes, amendments to workmen's compensation laws were of next importance. Five Acts were amended. In British Columbia, the rate of compensation for disability was raised from 70 to 75 per cent and the ceiling on yearly earnings was increased from \$3,600 to \$4,000. Of particular interest were the increases allowed in the disability pensions of persons injured before March 1943. Coverage was extended in British Columbia and also in Nova Scotia, where a new consolidation of the Workmen's Compensation Act was adopted.

A new Vacation Pay Act was enacted in New Brunswick, requiring a week's vacation with pay to be given after a year's service in the construction and mining industries. The New Brunswick Legislature also enacted a new Weekly Rest Period Act.

Ontario enacted a new type of safety law to provide protection for persons working in trench excavation.

The first law of its kind in Canada, the Fair Accommodation Practices Act was passed in Ontario, prohibiting discrimination because of race or creed in public places.

Most provinces enacted enabling legislation to take advantage of the federal-provincial scheme of pensions for disabled persons.

LABOUR RELATIONS

British Columbia

The British Columbia Legislature enacted an entirely new Act, the Labour Relations Act, which was proclaimed in force on June 16, replacing the Industrial Conciliation and Arbitration Act. At the same time the Minister of Labour announced that the new Act would be administered by the Board of Industrial Relations, the Board which presently administers hours, annual holidays, minimum wage and equal pay legislation.

One of the main differences between the new and the former legislation is that in matters concerning the appointment of conciliation officers, conciliation boards and mediation committees the Minister is vested with the authority which under the ICA Act was vested in the Labour Relations Board. In this regard the British Columbia Act is now like the federal Industrial Relations and Disputes Investigation Act and like the labour relations Acts of most of the other provinces.

A further new feature, designed to increase the effectiveness of the conciliation service, is the new status given to the conciliation officer's recommendations, per-

mitting them to be substituted for the report of a conciliation board in any case where the conciliation officer advises, and the Minister in his discretion agrees, that a conciliation board should not be appointed. In such circumstances the conciliation officer's recommendations concerning the matters in dispute will be sent to the parties and, in the same manner as the report of a conciliation board, must be submitted to a vote of the employees affected. A new section sets a limit of 18 days in which the parties are to notify the Minister of their acceptance or rejection of the recommendations or report.

Replacing the section giving to the Labour Relations Board authority to decertify a union representing employees who had gone on strike contrary to the Act, a new provision, similar to one in the Alberta Labour Act, was enacted. It permits the reference of a strike to a Judge of the Supreme Court, who has the power to revoke the union's certification, check-off arrangement and the collective agreement to which it is a party if he finds a strike was illegal. Before making his adjudication, the Judge may hold a hearing, at which the employer and the employees may be represented, and procure the attendance of witnesses. By an amendment added in passage, it was provided, however, that the Judge "may make any one of the said declarations", that is, may declare any one of the three—collective agreement, check-off or certification—null and void. In the Alberta Act, a trade union is made liable to a fine not exceeding one dollar a day for each person participating in a strike which a Judge has declared illegal.

In addition to these more significant changes, a considerable number of other amendments were made. Sections of the repealed Act which were out of context were placed in more appropriate divisions, and others were re-worded so as to be more easily understood and interpreted. The new Act makes no reference to the terms "bargaining agent", "bargaining authority" and "labour organization", using "trade union" throughout.

"Collective agreement" is defined to include an agreement to which an uncertified union is a party as well as one made with a certified union. The effect of this is to make the legislation applicable to relations between an employer and a trade union, whether or not the union is certified. The stipulation is added, however, that an agreement entered into by an uncertified union is to be deemed a collective agreement only if it has been ratified by a majority of the employees affected.

The Act recognizes the right of every employee to be a member of a trade union but the clause "in which he is eligible for membership" was eliminated. This clause, which permitted the Board to look at a union constitution in deciding whether or not it should represent a particular group of workers, was objected to by organized labour.

An application for certification of a trade union may be made under the same conditions as before, except that, in order to take account of (and encourage) agreements for a longer term than one year as well as agreements of one year's duration, the Act now states that, where an agreement is in effect, an application may be made during the last two months of its term or during the last two months in each year of its term.

Certification of a craft union is made somewhat easier in the new Act. The former Act limited such certification by the words "if in the opinion of the Board it is in accordance with established trade-union practice". These words were struck out.

It is now expressly stated that, in dealing with an application for certification, the Board is to consider the number of members in good standing of the trade union applying *at the date of the application*. In determining the employees "eligible to vote" in a representation vote, the Board may not count those who are absent from work and do not cast their ballots. In this provision, the British Columbia Act is like that of Ontario. In Alberta, the Board has authority to make a similar ruling. The British Columbia Board may lay down further details of procedure for conducting a representation vote in regulations, which may include definitions of the expressions "representation vote" and "eligible to vote".

Strikes and lockouts are prohibited where an application for certification is pending, and an employer may not increase or decrease rates of pay or alter any term or condition of employment during this period, without the written permission of the Board.

A change with respect to collective bargaining for the revision or the renewal of a collective agreement is that notice to bargain in such circumstances is to be given "within three months and not less than two months immediately preceding the date of expiry of the agreement", that is, in the third month before the date of expiry. In the earlier legislation, notice was to be given during the last two months of the agreement.

By and large, the provisions setting out the conditions under which strikes and lockouts are illegal are the same as in the earlier Act but two new conditions are added.

Where a pre-strike vote has been held (this is compulsory in British Columbia) and the vote (by secret ballot of all the employees in the unit affected) is in favour of a strike, unless otherwise agreed in writing between the parties, the strike is prohibited *except* during the three months following the date of the strike vote. The second new condition is that the employer must be given 48 hours' written notice by the trade union that the employees are going to strike.

Government supervision of all strike votes is no longer required. The provision requiring the Labour Relations Board to supervise the taking and counting of the vote (a provision to which exception was taken by organized labour) was replaced by a section which authorizes the Minister to appoint a person to conduct the taking and counting of the vote *only* at the request of either party to the dispute. The former provision for a supervised vote on an offer of settlement during a strike or lockout was removed.

The former provision requiring the consent of the Board for a prosecution under the Act did not appear in the Bill as introduced but was added by an amendment.

Alberta

The Alberta Labour Act, 1947, the omnibus Act which deals with hours of work, minimum wages, labour welfare, industrial standards and conciliation and arbitration, and which applies to all persons who are either employees or employers within the province other than farm labourers or domestic servants and their employers, was opened up for amendment for the first time since 1950.

Following the procedure adopted in 1949, representatives of organized labour, employers' organizations and the public met with Government officials in the summer of 1953 to discuss suggested changes in the Act. Most of the legislative proposals concurred in by the conference met with the approval of the Legislature and were embodied in the 1954 amendments to the Act.

By far the most significant amendments were made in Part V, which deals with conciliation and arbitration. Among these were provisions replacing the former Section 59 and setting out in logical order the procedure for the certification of a bargaining agent, providing for the suspen-

sion of the certificate of a bargaining agent, stipulating that the acceptance or rejection of the report of an arbitration (conciliation) board should be decided by the majority vote of the employees voting, and those designed to encourage longer-term collective agreements. Section 82b, which made an existing collective agreement and check-off authorization null and void where the employees belonging to a union have participated in a strike declared to be illegal by a Judge of the Supreme Court, was repealed.

The new Sections 59a-59n, which set out certification procedure and the new provision for suspension of a bargaining certificate, first provide that "where they have no bargaining agent, the employees of an employer in a unit that is appropriate for collective bargaining may elect a bargaining agent by a majority vote of the employees in the unit". "Unit", not previously defined, is now stated to mean a group of employees of an employer whether or not it is a craft group, technical group, industrial or plant group, or any other group. In disposing of an application for certification, the Board may add employees to or exclude employees from a unit which an applicant claims to be an appropriate one for collective bargaining.

In prescribing the time when a trade union may apply for certification, a distinction is made between the situation where a collective agreement for a term of a year is in force and the situation where the agreement is for, or provides for its continuation for, a term longer than one year. As is usual where the agreement is for one year, an application may be made "after and not before" the expiration of 10 months of its term. In the second case, the union may apply during the eleventh or twelfth month of the first year of the term of the agreement and of any subsequent year of its term or continuation.

A provision which is new in the Alberta Act permits a joint application by two or more trade unions of the same craft or of a group exercising the same technical skills. In such case the provisions of the Act apply as if the application had been made by one union.

The duties and powers of the Board in determining the merits of an application and the conditions under which it will certify an applicant are substantially the same as before except that the Act sets out more expressly the methods by which the Board decides whether a majority of the employees in the unit have selected

the applicant as their bargaining agent. These are: (1) by membership in good standing according to the constitution and by-laws of the applicant, or (2) by the result of a vote conducted or supervised by the Board.

The former provision which permitted all employees who had been *bona fide* members of a trade union for three months or more or who had been employed in the class of employment in the industry for at least three months to vote in a representation vote was struck out. Instead, the Board is now authorized to fix a date from which the list of employees entitled to vote can be determined. In determining the employees who are entitled to vote it may delete from the list those who are absent from work on the day of the vote and who do not cast a vote because of illness, authorized leave, annual holiday or weekly day of rest.

Where the Board needs a longer time to make inquiries into any application, it may take a further seven days, in addition to the usual 21 days allowed, to complete its inquiries. Both periods are exclusive of holidays.

Where a new bargaining agent is certified for a unit of employees for whom a collective agreement is in effect, the newly certified union becomes a party to the agreement in place of the former bargaining agent. In so far as it applies to the employees in the unit, the agreement may be terminated at any time by the mutual consent of the employer and the new party or, if the agreement provides for its continuation from year to year, at any time after it has been in force for 10 months on two months' notice, or, where the agreement is for a term of two years or more, at the end of the second or a subsequent year on two months' notice.

Previous to the 1954 amendments there was no provision in the Alberta Labour Act regarding the decertification of a union. Provision is now made for the "suspension" of the certification of a bargaining agent where the Board is satisfied that a majority of the employees in the unit no longer wish to be represented by it. An application for the suspension of certification may not be made during the first 10 months following certification but it may be made at any time thereafter. In dealing with such an application, the Board is to follow the same procedure of investigation as with an application for certification.

An employer is not required to bargain with a suspended bargaining agent but a

collective agreement in effect at the time of the suspension remains in force.

A suspended bargaining agent may apply to the Board for removal of the suspension of its certification and if, after inquiry, the Board finds that the majority of the employees in the unit wish the suspended bargaining agent to represent them in collective bargaining, it may remove the suspension. If, however, the application is refused, the union may not apply again for three months, unless it receives special permission from the Board. The same time limit of three months applies to subsequent applications for certification or for "suspension" where an earlier request has been refused. The rule is laid down that the date of making an application is to be deemed the date the application is received by the Board.

The Alberta provision for suspension of the certification of a trade union is new in labour relations Acts in Canada but the federal Act and at least six of the provincial Acts provide for cancellation of certification.

The only change with respect to collective bargaining is that a notice to begin negotiations is to be served at least five clear days before the meeting, instead of three, as before. The provisions regarding conciliation services were also unchanged except that those sections which formerly provided for the mediation of a dispute by the Board of Industrial Relations at request of the Minister were struck out. A small change is that the recommendations of a conciliation commissioner (officer) contained in his report to the Board with respect to the matters on which the parties cannot agree are to be submitted to the parties for their consideration.

The award of a board of arbitration, which is not binding but merely contains recommendations for settlement of the dispute, is voted upon by the employees directly affected, who may accept or reject it upon a majority vote of the *employees voting* in a secret ballot, which may be supervised by the Board. The acceptance or rejection of the awards of such boards has previously been decided on the basis of a majority of those *entitled to vote*. Where the parties notify the Minister in writing before a board makes its award or, under the revised provisions, before the date set by the Minister for the taking of the vote, that they will accept the award, it is binding on the parties, who must give effect to it without submitting it to a vote and include its terms in a collective agreement.

The Act now sets out more express provisions for the termination of a collective agreement which is for a specified term of more than one year. It states that such an agreement must either contain or be deemed to contain a provision for its termination after the first year by mutual consent of the parties, or at the end of the second or any subsequent year by at least two months' notice by either party.

A collective agreement entered into by a bargaining agent, whether certified or not, and an employer is binding upon the bargaining agent, the employer and all the employees in the unit. This provision before amendment was applicable only to a certified bargaining agent. Penalties are now provided for contravention of the section which deals with the binding effects of collective agreements.

In order to prevent an employer from exerting undue influence on his employees before the taking of a vote by the Board, a new subsection was added to the unfair labour practices sections, prohibiting the employer from altering any of the conditions of employment or giving effect to any change in wages or hours of work at any time during the period between the date of application for certification and the date the application is disposed of.

The provision making it an unfair labour practice for an employer to contribute financial or other support to a trade union was modified to permit the employer to make donations to a welfare fund for trade union members and their families.

Ontario

A number of significant amendments to the Ontario Labour Relations Act, the first since the Act was passed in 1950, were made with the intent of improving certain administrative practices and particularly for the purpose of reducing delays in conciliation procedures. The Minister of Labour stated that his Department had received more representations regarding this feature of the Act than any other. He felt that, while experience had indicated the need for some changes, the amendments did not disturb the basic framework or principles upon which the legislation is founded.

Through three changes in the time limits in which certain steps are to be taken under the Act, the bargaining and conciliation process has been considerably shortened. The time limit for collective bargaining to begin, after notice has been given, was reduced from 20 to 15 days, and, beginning from date of notice,

the period during which bargaining must continue before an application for conciliation services may be made is now 35 instead of 50 days. The time allowed for the parties to nominate members of a conciliation board was reduced from seven to five days, and the two members have three days instead of five in which to decide on a chairman.

Another change with respect to conciliation is that a provision was added to give the Minister power not to appoint a conciliation board where he considers it would serve no useful purpose. The Minister had discretionary power to appoint or not to appoint a board under earlier legislation but the provision was dropped in 1950.

A new feature of the Act, introduced for the purpose of facilitating bargaining between employers and groups of trade unions, particularly in the construction industry, is its recognition of a "council of trade unions". The term is defined to include an allied council, a trades council, a joint board or any other association of trade unions. The Minister explained, in discussing this provision in the Legislature, that councils of trade unions are not given the right to apply for certification but that bargaining by such councils will be acknowledged and protection under the legislation given to their agreements.

As under other provincial labour relations Acts, the Ontario Labour Relations Board has authority to determine the appropriateness of the bargaining unit. By an amendment, it is now given discretion to hold a vote of any of the employees to determine their wishes as to whether or not they should be included in the bargaining unit.

By a further amendment, the Board may include in a craft unit persons who are employed with skilled craftsmen, "persons who according to established trade union practice are commonly associated in their work and bargaining with such group". For example, this would allow the inclusion in a unit of operating engineers of the coal drivers who normally work with them.

A new provision added to those setting out the general powers and duties of the Board gives the Board power to determine the form in which evidence of membership in a trade union shall be presented to the Board. Similarly, the Board may determine the form in which employees will file objection to certification by a trade union and the form of notification by employees that they no longer wish to be represented by a trade union.

Of the further amendments, two provide protection to bargaining rights. A new section prohibits an employer from bargaining with or signing a collective agreement with "any person or other trade union" so long as a trade union continues to be entitled to represent the employees in the bargaining unit. Similarly, no trade union may bargain or enter into an agreement with an employer so long as another trade union has bargaining rights.

The Act provides that if a union does not make a collective agreement within a year after its certification, any of the employees in the unit may apply to the Board for a declaration that the union no longer represents the employees in the unit. A new subsection was added to state that, if a union has not signed an agreement within one year of certification, but if it has notified the employer of its desire to bargain and the Board has granted a request for conciliation services, no application for decertification may be made unless a conciliation board has been appointed and 30 days have elapsed after it has made its report or 30 days have elapsed after the Minister has informed the parties that he has decided not to appoint a conciliation board.

An amendment designed to speed up arbitration proceedings in a disagreement arising out of the terms of a collective agreement enables the Minister to appoint arbitrators at the request of either party, if the parties themselves fail to do so.

Finally, the provision forbidding any alteration of working conditions during negotiation of a collective agreement and conciliation proceedings, unless with the consent of the trade union, was made to apply to both trade union and employer. It previously applied only to employers.

Quebec

The Quebec Labour Relations Act was amended, retrospective to the date the Act went into effect in 1944, to provide that a union which has any officer or organizer who belongs to a Communist party or movement is not eligible to be recognized as a bargaining agent. The Labour Relations Board must refuse an application for certification made by such a union or revoke its certificate, if already granted.

The Board is required, before giving a decision in a matter affecting an association, to hold a hearing and to give the interested parties five days' notice of its time and place. The Attorney-General has been given power to take part in any such proceeding before the Board.

If a union of employees of a school corporation, a hospital or charitable institution or a public utility service goes on strike, it will automatically lose its certification as bargaining agent. This penalty was provided for in an amendment to the Public Services Employees Disputes Act, the legislation which prohibits all strikes and lockouts in public services, providing instead for the settlement of disputes by arbitration. This amendment, too, was made retroactive to 1944.

Saskatchewan

An amendment to the Saskatchewan Trade Union Act makes it an unfair labour practice for an employer or his agent to deprive or threaten to deprive an employee of any pension rights or other benefits because he ceases to work as the result of a lockout enforced by the employer or a strike called in accordance with the Act by the trade union representing the employee, or exercises any right conferred by the Act. The federal Industrial Relations and Disputes Investigation Act and the labour relations Acts of Alberta, New Brunswick and Newfoundland contain a similar provision.

Another amendment to the Saskatchewan Act provides that the Labour Relations Board in dealing with a union's application for certification has discretion to refuse to receive evidence regarding any matter or event happening after the date on which the application was filed with the Board. Both amendments became effective on May 1.

Manitoba

Manitoba has enacted legislation similar to that in effect in Quebec, Ontario, Saskatchewan, Alberta and British Columbia, providing for the arbitration of disputes between a municipality and its firefighters who by the nature of their responsibilities and the requirements of their union constitutions may not participate in a strike.

The Fire Departments Arbitration Act empowers the Minister of Labour in a dispute between a municipality and a certified union of firemen to establish an arbitration board to formulate a collective agreement, or effect the renewal or revision of an existing agreement between the parties, if he is satisfied that collective bargaining has been carried on in good faith but that a settlement of the dispute within a reasonable time appears unlikely. If the arbitration board fails to formulate an agreement satisfactory to both parties,

it is required to make an award, which will be binding on both parties, setting out the manner in which the matters in dispute must be settled.

The Act applies only to a certified union which has a clause in its constitution prohibiting a strike. The Act also declares that no fireman may strike and that no municipality may cause a lockout of firemen.

WORKMEN'S COMPENSATION

Only five Workmen's Compensation Acts were amended—those of British Columbia, Newfoundland, Nova Scotia, Ontario and Saskatchewan. In addition, a small amendment was made to the Saskatchewan individual liability statute which is applicable to a few classes of railway workers. A new Act to provide compensation for members of the Legislative Assembly in the event of accidental death or total disability was passed in Alberta.

British Columbia

In British Columbia, amendments amounting to a substantial revision of the Workmen's Compensation Act implemented many of the recommendations of the Sloan Royal Commission Report not dealt with in the amendments made in 1952.

The 1954 revision, made after continued study and consultations with employers' and workers' organizations over the past two years, provided for extended coverage, an increase in the scale of benefits for disability, greater emphasis on physical impairment in calculating pension awards, higher pensions for pensioners who suffered disabilities before March 1943, extension of medical aid and treatment, an appeal formula for contested medical cases, and other changes.

As regards coverage, a "learner" who is not actually employed but is undergoing training or doing probationary work in preparation for future employment is now deemed a "workman" under the Act. Municipal firefighters working with or without remuneration were also given coverage.

As recommended by Chief Justice Sloan, domestic servants were brought under the Act on an elective basis, that is, an employer of a domestic servant or a domestic servant may apply for and be granted the protection of the Act.

By a new provision, an independent operator "not being an employer or a workman but performing work of a nature which, if he were a workman, would be within the scope of this Part" may be

brought under the Act on application. This provision would appear to cover commercial fishermen who had strongly pressed for coverage.

Two important changes were the increase from 70 to 75 in the percentage rate of average earnings taken in computing compensation for disability and the increase from \$3,600 to \$4,000 in the maximum yearly earnings on which compensation is calculated. The percentage rate was raised from 66 $\frac{2}{3}$ to 70 and the ceiling on yearly earnings from \$2,500 to \$3,600 in 1952 following the recommendations of the Sloan Report. British Columbia, Ontario and Saskatchewan are the only provinces with a \$4,000 ceiling on earnings. In four other provinces besides British Columbia, the rate of compensation is 75 per cent.

In addition to the provisions already noted, which will permit higher compensation awards to present-day workmen who are injured in their employment, the Legislature provided for an increase in the benefits of those workmen who suffered permanent disability before March 18, 1943, when earnings and rates of compensation were very much lower than they are at present. In the original Act of 1916 the rate of compensation was 55 per cent. This was increased to 62 $\frac{1}{2}$ in 1935 and to 66 $\frac{2}{3}$ per cent in 1938.

Increases in pensions are to begin from January 1, 1955. For a person receiving compensation for permanent total disability incurred before March 18, 1943, the compensation rate is to be 66 $\frac{2}{3}$ per cent and the earnings on which compensation is based are to be his actual average earnings at the time of the accident. These, however, are not to be taken as less than \$2,000 and may not be more than \$2,500. Compensation for permanent partial disability is to be re-calculated on a comparable basis.

There are two alternative methods which may be used by Workmen's Compensation Boards in calculating compensation awards in permanent partial disability cases. One is to award compensation solely on the basis of physical impairment, using a rating schedule (for example, loss of an arm might represent a 76 per cent impairment of earning capacity) and the other is to calculate awards on the basis of loss of earnings. Chief Justice Sloan recommended an amendment to the Act to give statutory authority to the Board to use the former method, that is, to base compensation on physical impairment, which, he stated, the British Columbia Board and other provincial boards normally used.

This amendment has now been made. However, the Board has authority, if it considers it more equitable, to base awards on difference in earnings before and after the injury. The latter method was previously given priority in the Act.

Three new industrial diseases—occupational deafness and injury to the lungs and injury to the heart as a result of fire-fighting—were added to the schedule. The Act also provides for medical examination of workmen who are exposed to dust conditions in their employment. It states that when an industrial disease is of such a nature that its presence is evidenced by specific X-ray appearance, the Board may require an employer in an industry to which the disease applies to have any or all of his workmen medically examined at least once a year. Further, the Board may require an employer to employ only such workmen as have been found on the examination to be physically suited for employment in the industry. This new provision is in addition to the clauses regarding silicosis already in the Act.

Again following the Sloan recommendations, certain conditions which tended to restrict the payment of compensation in hernia cases were removed. These required the workman to be operated on, if an operation was considered surgically advisable, within two weeks of the occurrence of the hernia, and limited the period during which compensation could be paid for uncomplicated hernia to seven days before an operation and 42 days afterwards. The Board will now have discretion to pay for any period of disablement which it considers proper.

Treatment of an injured workman by a chiropractor, chiropodist, naturopath or dentist (termed "qualified practitioners" in the Act) on the same terms as a physician was provided for. Since 1943, the Act has permitted the Board to pay for treatment by "persons authorized to treat human ailments" but such treatment has been subject to certain restriction with respect to supervision by the Board. These restrictions are now removed. The Act makes it clear, however, that any medical aid furnished by a physician or qualified practitioner is subject to the supervision and control of the Board.

In the Sloan Report, much consideration was given to the question of referring controversial medical cases to an appeal tribunal and the Commissioner recommended that, in addition to the usual system of referral to individual specialists, an impartial Medical Appeal Board of three doctors should be established.

In the 1954 amendments, provision was made for an appeal from a Board decision much in the manner of the Alberta Act. On the written request of any workman who disagrees with the findings of the Board's medical staff, the Board is required to arrange for him to be examined by two specialists—one to be appointed by the workman, the other by the Board—from a panel of not less than three previously nominated by a duly recognized medical association. Their joint signed decision (which is to be sent to the workman) is, unless the Board at any time directs otherwise, to be final and conclusive. All costs are to be borne by the Accident Fund.

A new provision was added regarding medical aid for seamen. Normally, medical aid is not payable from the Accident Fund to a seaman for any period during which he is eligible for medical care under the Canada Shipping Act. The new section gives the Board discretion to pay medical costs if it happens that the seaman, for reasons beyond his control, cannot get "prompt, necessary or emergent medical care" from the Sick Mariners' Fund under the Canada Shipping Act.

A few further changes have to do with the Workmen's Compensation Board. The Board is authorized to raise the funds required for the Accident Fund by assessing employers on the basis of "a unit of production" as an alternative to the present method of assessment upon the employer's payroll. It is stipulated that the established practice of assessment and levy is to be varied only with the approval of the Lieutenant-Governor in Council.

As regards the inspection work of the Board, an inspector must, following an inspection, post an inspection report in a conspicuous place at or near the mine, works or establishment and furnish a copy of this statement to the manager. This is a requirement with which mines inspectors must comply under B.C. mines legislation.

The authority of the Board was extended by increasing from \$50 to \$300 the maximum penalty for non-observance of any of its safety or other regulations. Chief Justice Sloan recommended an increase to a maximum of \$500.

The provision for a ten-year tenure of office for members of the Board was removed and, as with most other Workmen's Compensation Boards in Canada, members are to hold office during the pleasure of the Lieutenant-Governor in Council. As before, they must retire at

70. Salaries of members are no longer set out in the Act but are to be fixed by the Lieutenant-Governor in Council.

Closer ties with the Department of Labour are provided for in that for the first time the annual report of the Board is to be submitted to the Lieutenant-Governor in Council by the Minister of Labour. Further, statutory provision is made for a "Compensation Counsellor", an official of the Department of Labour appointed by the Lieutenant-Governor in Council to help and advise injured workmen concerning workmen's compensation problems. A Compensation Counsellor was named as of September 15, 1953. Provision for a similar appointment was made in the revision of the Manitoba Act last year.

Nova Scotia

In Nova Scotia, a new consolidation of the Workmen's Compensation Act was adopted, the first since 1938. Through a general revision, embodying many small amendments, greatly improved arrangement of sections and the deletion of redundant and unused provisions, the Act is now more usable and up-to-date. No change was made in benefits.

Of most importance, perhaps, was the fact that the coverage of the Act was extended by bringing within it, from January 1, 1955, the following industries not previously covered: hotels, restaurants, catering, dairies, wholesale and retail stores, broadcasting stations, manufacture, sale and distribution of artificial ice, peat processing, landscaping, and operation of bridges.

All provisions relating to navigation were omitted, since the industry has for many years been excluded from the Act by regulation.

In Nova Scotia, as in British Columbia and five other provinces, "learners" are now regarded as workmen under the Act. For compensation and assessment purposes, the average earnings of a learner are to be determined at an amount which the Board thinks fair.

By another amendment, it was provided that compensation in respect of an invalid child of a deceased workman should be continued, without regard to the age of the child, until recovery or death. The earlier provision was that compensation was to be paid only as long as the Board considered that the workman would, if living, have contributed to the child's support. In recent years several provinces have made a similar change in this provision.

It was also provided that the amount which the Board may fix as the minimum

assessment to be levied on an employer under the Act may not exceed \$25. The amount specified was formerly \$5.

Silicosis was removed from the schedule of industrial diseases and a provision was added to the Act to state that, subject to certain conditions (principally, exposure to silica dust in employment in Nova Scotia for periods amounting to five years preceding disablement) a workman disabled by silicosis is entitled to compensation, medical aid and burial expenses as if the disease were a personal injury by accident and the disablement were the happening of the accident.

A new provision requires a claim for compensation for disability due to silicosis to be filed while the workman is regularly employed in the industry in which he was exposed to silica dust or within three years after leaving such employment. This provision is not to prevent the Board from paying a claim for uncomplicated silicosis if at the time of making the claim the claimant is a resident of Nova Scotia and has not been exposed to silica dust elsewhere. Compensation is not payable for any period of time previous to the filing of the claim.

Newfoundland

The Newfoundland Workmen's Compensation Act was amended to exclude from its operation executive officers or directors of corporations subject, however, to the provision that they may be admitted on application.

Other amendments make the same change with respect to compensation for permanent partial disability as was made in British Columbia on the recommendation of Chief Justice Sloan. As amended, the Act now authorizes the Board to calculate compensation on the basis of loss of physical function, whereas previously it was required to compensate on a wage-loss basis. Using this method, the Board may compile a rating schedule of percentages of impairment of earning capacity for specified injuries. A workman who is found to have, for example, a 50 per cent impairment of earning capacity is awarded a pension based on this percentage of 66⅔ per cent of his average earnings at the time of the accident. This pension will be unaffected by his subsequent earnings.

As in British Columbia, the Board has discretion, where it considers it more equitable, to award as compensation two-thirds of the difference between the workman's average wage at the time of the injury and his actual or potential wages after the accident. These amendments in

Newfoundland and British Columbia bring the Acts into line with those of several other provinces, including Ontario and Saskatchewan.

In a further amendment, the Newfoundland Board was given authority to make regulations, subject to the approval of the Lieutenant-Governor in Council, providing for the establishment of a pension fund for the Board and its staff. It was also authorized to acquire property and to erect buildings as it deems necessary for its purposes.

Ontario

In Ontario, the amount which the Workmen's Compensation Board may spend in any calendar year for the rehabilitation of injured workmen was increased from \$100,000 to \$200,000. In all provinces the Workmen's Compensation Boards are authorized to adopt any means considered expedient to lessen or remove physical handicaps resulting from injuries and to help in getting injured workmen placed in suitable work in keeping with the nature of their disabilities. Costs are paid from the Accident Fund. In six other provinces besides Ontario, annual expenditure for rehabilitation is limited to a definite amount fixed in the Act. In Alberta, British Columbia and Saskatchewan, the amount is left to the discretion of the Board.

Saskatchewan

In Saskatchewan, locomotive engineers and maintenance of way employees have been brought under the Workmen's Compensation (Accident Fund) Act. When this Act was passed in 1929 providing for a collective liability system, railway workers engaged in train operation were exempted at their own request, preferring to remain under an earlier individual liability law. Provision was made that, on the holding of a vote which indicated that a majority of its members wished to receive compensation under the Accident Fund Act, a union of such railway workers could be admitted by order of the Board approved by the Lieutenant-Governor in Council.

The two groups noted above, locomotive engineers and maintenance of way employees, having been admitted by Order in Council in 1953 and 1954, the Act was amended accordingly. Since the amendments were made, the Brotherhood of Railroad Trainmen voted to come under the collective liability system. Thus, most railway employees in the province are now under the Accident Fund Act.

A minor amendment to both the Accident Fund Act and the individual liability statute with regard to "learners" is the same as one made to the Manitoba Act last year. The words restricting the training or probationary work required of learners to that "specified or stipulated by the employer" were deleted.

Hearings were held during a review of the Accident Fund Act by a committee equally representative of employers and organized workers in February 1954. The Act requires such a review to be made every four years.

Alberta

A new Act in Alberta, the MIA Compensation Act, provides for the payment of benefits, on the same basis as compensation payable under the Alberta Workmen's Compensation Act, to members of the Legislative Assembly who are totally disabled by accident occurring while performing their duties as members, and to their dependants in case of accidental death.

VACATIONS, HOURS, WAGES

Vacations with Pay

An annual vacation of at least one week with pay after a year's employment for employees in the construction and mining industries has been made compulsory in New Brunswick by a new Vacation Pay Act, the first vacation with pay statute in the province. The Act will come into force on proclamation; according to the Minister of Labour, this will probably not take place before 1955.

New Brunswick is the seventh province to enact this type of legislation. As in four of the other provinces, it provides for a system of vacation with pay credit stamps for the benefit of employees who are not employed for a full year by the same employer; 225 working days or shifts are to be considered a year's employment. The vacation pay to be granted is two per cent of the employee's earnings.

An employee who is entitled to a week's vacation with pay must be given his vacation not later than four months after the end of the year in which he has earned it and he must be told at least a week in advance of the day on which his vacation will begin.

Stamps may be cashed at any chartered bank after June 30 each year. A point of interest in connection with vacation stamps is that the Minister was authorized to make a reciprocal arrangement with any

other province whereby employees may cash in one province the stamps they have received in another.

Weekly Rest

A weekly rest period of at least 24 consecutive hours is now required for the first time by law in New Brunswick. Seven other provinces have legislation of varying coverage making similar provision. The New Brunswick Weekly Rest Period Act, not yet proclaimed, applies to all employees other than farm workers, part-time workers, those required to cope with an emergency, and any group designated by the Lieutenant-Governor in Council as being outside the scope of the Act. An employer may be exempted from the Act by Order in Council.

The 24-hour rest period is to be taken on Sunday, if possible. If a weekly rest is not practicable, an arrangement may be made, with the approval of the Minister of Labour, permitting the rest periods to accumulate and to be taken later, either part at a time or all together.

Hours

The only changes with respect to hours were amendments to the Hours of Work Act and to the overtime provisions of the Factories Act in Saskatchewan.

Ordinarily, under the Hours of Work Act, time and one-half the regular rate must be paid for any work done in excess of 44 hours in a week. An amendment to the Act, effective from May 1, provided that, in any week in which a public holiday occurs, time and one-half becomes payable after 36 hours. Eight public holidays must be observed and paid for in Saskatchewan. In calculating the time worked by an employee in a week in which a holiday occurs, no account is to be taken of time worked on the holiday.

Under the Factories Act, the limits set for special overtime work by women and young persons under 18 years were reduced from 12½ to 10 hours in a day and from 72½ to 60 hours in a week. Such extended hours, which are permitted by the inspector only in emergencies to make up for time lost because of an accident or because of the customs or exigencies of certain trades, are restricted to 36 days in a year. Under normal circumstances, hours of women and young persons are limited to 48 in a week.

Wages

Minor amendments were made to the British Columbia Public Works Fair Wages and Conditions of Employment Act, an

Act passed in 1951 which requires contractors carrying out public works contracts for the provincial Government to pay their workmen the wages generally accepted as current in the district in which the work is to be performed for the class of work in which the workmen are engaged. An amendment gives the Minister of Labour authority to determine wages and conditions of employment if a dispute arises as to the current wages and conditions of employment in any district. The Minister of Labour was also given greater responsibility for the enforcement of the Act. It is now the Minister of Labour who may require a contractor to submit his pay lists for inspection and who, on a claim being filed, directs payment of wage claims in cases where a contractor has failed to pay fair wages. Formerly, these responsibilities rested with the Minister of the contracting department.

Changes were made in Alberta and Saskatchewan in the legislation which enables an employee to recover unpaid wages from his employer by making a complaint before a police magistrate. In Alberta, a new Masters and Servants Act, repealing and replacing the former Act, provides that a magistrate may order payment of a claim for wages not exceeding six months' wages or \$500. The \$500 limit is new. Under the Saskatchewan Wages Recovery Act enacted in 1951, the amount of wages which a magistrate could order an employer to pay to a complainant was limited to \$200. This limit was increased to \$400.

ANTI-DISCRIMINATION

The Fair Accommodation Practices Act passed in Ontario is a further step in a program of legislation against discrimination on the grounds of race or creed which has developed over the past 10 years and is embodied in four other statutes. The new piece of legislation prohibits the denial of the accommodation, services or facilities available in any place to which the public is customarily admitted to any person because of his race, creed, colour, nationality, ancestry or place of origin.

Combined in the Act with the prohibition of discrimination in public places is a prohibition of the publication or display of notices, signs or other material, including newspaper and radio advertising, indicating discrimination because of race or creed. The latter provisions were formerly contained in the Racial Discrimination Act, 1944, which is now repealed.

Complaints of a violation of the Act are to be dealt with in the same manner as

complaints under the Fair Employment Practices Act, that is, by investigation and conciliation and, if necessary, through a commission of inquiry. Prosecution in the courts is also provided for. A person found guilty of an offence is subject to a fine of \$50 and a corporation to a fine of \$100.

It is expected that the Act will be administered by the Minister of Labour through the Fair Employment Practices Branch.

SAFETY

In the field of safety legislation one new Act was passed, the Ontario Trench Excavators Protection Act, designed to protect workers from the dangers present in trench excavation. It is the first Act of its kind in Canada, although control of trench excavation work is provided for by regulations of the Workmen's Compensation Boards in Alberta, British Columbia and Saskatchewan and in regulations under the Building Trades Protection Act in Manitoba.

In brief, the Act requires that, before work is begun on a trench more than four feet in depth, the owner or contractor must notify an inspector, who is required to ensure that the provisions of the Act are complied with. The Act sets out measures to be taken to minimize the danger of cave-ins, explosions, falling objects, accumulations of gas and rock dust and other hazards met in trench construction and requires trenches to be shored and timbered in accordance with standards set out in the Act and in regulations. The employment of persons under 16 years of age is prohibited. The Act will be administered in each municipality by inspectors appointed by the municipal council.

The Ontario Elevators and Lifts Act, passed last year to provide for provincial control over the licensing and regulation of elevators, dumbwaiters, escalators, man-lifts and incline lifts, was amended, chiefly to clarify certain sections prior to the Act being proclaimed in force. The amendment states that when the qualifications and licensing of elevator operators are provided for by regulation no unqualified person may operate an elevator or incline lift. Urban municipalities are specifically empowered to pass by-laws prescribing fire safety requirements for hoistway enclosures. The Act otherwise forbids urban municipalities, with the exception of Toronto, from passing by-laws relating to any matter covered by the Act. The amendment also authorizes inspection fees to be fixed for the compulsory annual inspection

of every elevator and hoist. The Act was proclaimed in force on June 17 and regulations were gazetted June 19.

A number of changes were made to the New Brunswick Stationary Engineers Act, bringing it more into line with similar legislation in other provinces. The application of the Act was extended to cover hot water boilers. A fourth class engineer's certificate is now provided for, in addition to the three former classes of certificates and the boilerman's licence. An inspection of boilers and pressure vessels is now required during installation, whether or not they are insured. The Act requires boilers and pressure vessels to be inspected annually and there is the further provision that the Chief Inspector may require a boiler to be inspected at any time.

In British Columbia, proposed amendments to the Boiler and Pressure-vessel Act were held over until the next session.

Two provinces enacted legislation affecting workers in mines. The Coal Mines Regulation Act of Nova Scotia was amended to raise the minimum age for employment underground in mines from 17 to 18 years and to set out stricter safety requirements with respect to hoisting ropes and sockets. Amendments to the section of the Ontario Mining Act which governs the safe operation of mines were chiefly designed to minimize the possibility of air-line explosions.

APPRENTICESHIP AND TRAINING

Two provinces, Saskatchewan and Newfoundland, amended their apprenticeship legislation.

As a result of the changes, the Saskatchewan Apprenticeship and Tradesmen's Qualification Act was made more flexible. An apprentice may now be indentured to the Director of Apprenticeship who will provide him with a course of instruction and training in one of the designated trades. Furthermore, the Lieutenant-Governor in Council is authorized to prescribe the maximum number of apprentices who may be employed in a designated trade based on the number of journeymen in the trade as an alternative to setting a quota on the basis of the number of journeymen engaged in the business of an individual employer. Together, these changes will enable a larger number of apprentices to be trained. Under the present quota system, in all but four of the 14 designated trades the employer is allowed only one apprentice for every three journeymen he employs.

In Newfoundland, the apprenticeship training program under the 1951 Act is well under way with a number of trades having been designated and advisory committees having been set up. The Act was amended this year to state that no person between 16 and 21 years eligible for apprenticeship may be employed in a designated trade for more than three months, except under a contract of apprenticeship. As in some other provincial Acts, there is provision for exceptions to be allowed by permit of the Provincial Apprenticeship Board. A further amendment authorizes the Lieutenant-Governor in Council, on the recommendation of the Board and with the approval of the Minister of Labour, to limit the application of the Act to designated areas of the province. In this provision the Act is like the Act of Nova Scotia.

Other amendments authorize the Board to make regulations providing for the issuing of certificates of qualification and requiring all persons other than registered apprentices in any area to hold a certificate of qualification.

A new Act in Nova Scotia provides for the training, examination and registration of nursing assistants. At least five other provinces have legislation of this type.

SOCIAL LEGISLATION

Five provinces passed Acts to enable them to take advantage of the new federal Disabled Persons Allowances Act. Three provinces, Alberta, Ontario and Newfoundland, already had legislation providing pensions for disabled residents. These Acts were amended to enable the province to

participate in the joint scheme. Prince Edward Island has also indicated its intention to take advantage of the federal legislation.

Under the new legislation, the federal Government will pay one-half and the provincial Government one-half of the cost of pensions of up to \$40 a month for needy persons 18 years of age and over who are totally and permanently disabled. The residence requirement for eligibility is set at 10 years and income ceilings provided for are the same as those in the federal Old Age Assistance Act. As with the joint scheme for old age and blind persons' assistance, the program will be administered by the provinces.

Alberta passed a new law authorizing the Lieutenant-Governor in Council to spend up to \$100,000 to assist in the rehabilitation of coal miners who have become unemployed in areas designated by the Lieutenant-Governor in Council.

In Alberta, three social measures were amended to provide increased benefits. The supplementary allowance paid to needy persons receiving old age assistance, old age security or a blind person's allowance was increased from \$10 to \$15, effective from April 1. Physically and mentally disabled persons may now receive training under the Public Welfare Act, which previously provided training only to persons suffering from paralysis caused by poliomyelitis. The Students Assistance Act was amended to authorize the Alberta Government to make grants to students in cases where the Government of Canada also contributes to their assistance under the Vocational Training Agreement. Under the Act as passed in 1953, grants were authorized only to student nurses.

Equal Pay for Women Civil Servants Introduced in Britain

Women in Britain's non-industrial civil service are to be put on an equal pay basis, it was announced by Chancellor of the Exchequer R. A. Butler in the House of Commons in May. The cost to the Treasury is estimated at £13,400,000 annually.

The change is to be introduced by stages but it is hoped that the Government's decision will be fully implemented within the present fiscal year.

The principle of equal pay has long been accepted by all governments in Britain but for economic reasons was not given effect.

Referring to the subject in an address before the National Marriage Guidance Council a few days prior to the announce-

ment, Mr. Butler said he regarded the introduction of equal pay for women as a definite step forward.

"For the first time, I think, in the history of our country is such a step being taken, and as such it will not be entirely popular even among women," he said. "I do believe that the granting of equivalence in status to women for work of equivalent value should be introduced gradually, so that we can become accustomed to the effect on the body politic and the body economic. I think any shock treatment in this matter would let us into problems to which we are not fully aware of the answers."

83rd Annual General Meeting of the Canadian Manufacturers' Association

Speech by Minister of Labour opens session on subject, "What's Ahead in Industrial Relations", during which speakers discuss the role of legislation in collective bargaining, forward trends in collective bargaining, impact of business outlook on employer-employee relations

Industrialists from all parts of Canada attended the 83rd annual meeting of the Canadian Manufacturers' Association at Jasper, June 7-9, the theme of which was *Canadian Industry on the March*.

Discussions covered a wide range of subjects, from "What's Ahead in Industrial Relations" and "Industrial Trends in a Progressive Canada" to problems of international trade.

At the session, "What's Ahead in Industrial Relations," speakers discussed the role of legislation in collective bargaining, forward trends in collective bargaining and the business outlook and its impact on employer-employee relations. The Minister of Labour, Hon. Milton F. Gregg, opened the session, which was under the joint chairmanship of R. F. Hinton, Manager, Industrial Relations and Personnel, Shell Oil Company of Canada, Limited, Toronto, and H. McD. Sparks, Vice-president, Industrial and Public Relations, Northern Electric Company, Limited, Montreal, both members of the Association's Industrial Relations Committee.

Speakers at this session were: J. Howard Kelly, QC, Solicitor, Burns & Co., Limited, Calgary; R. A. Mahoney, Labour Relations Bureau Limited, Vancouver; and W. A. Osbourne, President, Babcock-Wilcox and Goldie-McCulloch, Galt, Ont. Their addresses, along with those of the Minister of Labour and the CMA's retiring President, J. D. Ferguson, are reported below.

President of the Association for 1954-55 is Lt.-Col. J. A. Calder, ED, Vice-president and Treasurer, Imperial Tobacco Company of Canada, Montreal; Vice-president, T. A. Rice, International Harvester Co. of Canada, Limited, Hamilton, Ont.; and Treasurer, J. Ross Belton, Gutta Percha & Rubber Limited, Toronto, Ont. John C. Whitelaw, QC, was appointed General Manager in December 1953, following the death in November of G. K. Sheils.

Association membership at April 30 totalled 6,490.

President's Address

An optimistic note was sounded by the President. "Canadian industry is certainly on the march," declared J. D. Ferguson. "Our gross national product and our national income touched historic heights. There were more people employed than ever before and, as these people spent freely, the economy prospered."

There were, however, some sobering signs, he said, as the year came to a close. Production dropped somewhat, wholesale prices retreated and as 1954 got under way the number of unemployed caused every thinking man to look carefully at the picture; not, he said, by putting one's bifocals right up against it but by standing back and viewing it in its right perspective.

"It is patently impossible," stated Mr. Ferguson, "for economic records to be smashed year after year with no pause at all—even by such a spectacular nation as Canada. Progress and prosperity depend on constantly improving production methods, better tools to do the job, better use of resources both human and natural, better organization and better methods of selling and distributing the goods that are made."

"But securing these things entails the facing of problems which occasionally call for adjustment by the leaders of our country's economy."

The Canadian economy, said Mr. Ferguson, cannot do anything else but expand over a period of time. If nothing else, population, which is predicted to reach 25 million just 25 years from now, will force its expansion. Industries will be forced to mechanize even further to keep pace with demand. New investment, which is usually a good guide to the future, is expected to reach a total this year of \$5.84 billion—three per cent more than last year's record.

But, he warned, the important basic truth must never be forgotten, that Canadian industry must not only compete for

business in the home market but for business abroad as well, if it is to gather in the benefits of expansion.

"We must never forget," he said, "that management and capital can face complete and utter frustration in their battle towards successful competition if the men who operate the machines and handle the materials refuse to admit that they, like management and capital, are part of the competitive economic system—in fact, are part of the country's business team.

"If one section of the team, so to speak, persists in pursuing demands that are designed to guarantee an income regardless of the ability of the company to pay and still exist, then it is in fact refusing to admit that it is part of the social and economic system in which it lives and works.

What's Ahead in Industrial Relations?

Hon. Milton F. Gregg

Three factors, at least, will be of special importance in industrial relations of the future, stated the Hon. Milton F. Gregg, Minister of Labour, who, at the invitation of the Association, opened the discussion, "What's Ahead in Industrial Relations".

These will be, he said:—

1. A growing vigour in collective bargaining;
2. An increasing stress on the need for year-round employment opportunities;
3. A growing sense of responsibility for the welfare of the community, as well as for the rewards of the two immediate partners in industry.

Mr. Gregg began with a reference to this visit last year—his first—to the International Labour Conference at Geneva. He was proud, he said, to talk to the conference on industrial relations because "it is my firm belief that Canada has something to say to the rest of the world on this question of industrial relations". He continued:—

Our labour-management negotiations are carried on in a free atmosphere, and the basic labour relations legislation is, I think, accepted in Canada in a satisfactory spirit of give and take.

The essence of our labour legislation is its reliance on collective bargaining, rather than government decree, by any government, as the normal means of establishing wage levels and working conditions, and its emphasis on a close working relationship between the parties in industry.

This arrangement allows a flexibility which is in keeping with our whole approach to economic problems in Canada.

I mention my experience at the ILO, because I should like to emphasize to you

"I am optimistic enough to believe that, in the last analysis, most men know that their wages can only come out of earnings and that any long-continued payment of wages from capital reserves can do nothing more than destroy the industry paying the wages."

Mr. Ferguson noted that in 1953 Canada bought considerably more goods from the United States than that country bought from Canada and, conversely, the United Kingdom bought more goods from Canada than Canada bought from her.

Some countries want more Canadian goods than they can afford, he said, and others earn more dollars than they have any desire to spend. It would be to our national advantage, he pointed out, to select our purchases from those countries which want our dollars to buy more goods from us.

today my belief that the question of what lies ahead for Canada in industrial relations and in our economic outlook has a significance that extends beyond our border.

Canada is looked on abroad as a land in which great developments are occurring. Canadian industry is admired and respected abroad for the imagination and ingenuity which have brought it so rapidly ahead in recent years.

Present trends in industrial relations have been strongly influenced, there is no doubt, by the expanding economic activity of the past 15 years. Industry has enjoyed prosperous conditions. This has contributed to the general success of collective bargaining relations in Canada.

Seasonal Unemployment

Mr. Gregg then turned to the problem of seasonal unemployment. With careful study and planning on the part of management, labour and government, he felt confident that much could be done towards stabilizing employment on a year-round basis.

While there are those who anticipate that the coming months will produce a different economic background for industrial relations, and who feel also that a change would be not altogether a bad thing, he said, he was not anticipating any marked change nor could he see any good reason for welcoming it.

We, in Canada, have got past the point where we are prepared to tolerate any prolonged or avoidable unemployment. Undoubtedly, some dislocations will continue to arise from time to time affecting particular industries or areas or groups of workers. During recent months, many firms have certainly found themselves subject to competition somewhat keener than existed in the period of peak activity.

Such developments, however, whether their cause lies within Canada or beyond our borders, need not cause us to lose sight of the tremendous basic strength and potential of our economy.

As my colleague, Mr. Howe, has declared on a number of occasions, the Canadian Government still adheres to the policy of doing everything possible to maintain an economic climate in which may flourish a high and stable level of employment and income.

However, although this policy does envisage various types of direct government action under certain circumstances, it is not on such projects that we place our main reliance.

I believe there is a growing recognition in Canada that the attainment of such goals as high employment and better standards of living entails responsibilities for all sections of the community. The economic progress of our nation depends not merely on government action, but on sound policies and imaginative and creative activity on the part of all groups.

It is on this reservoir of initiative that we must rely in coping, for example, with such a persistent Canadian economic problem as that of seasonal unemployment.

In Ottawa, he went on, "we have been greatly encouraged by the interest with which non-governmental bodies are approaching this question." He cited the Quebec City branch of the CMA, some of whose members intend this year to devote "a good deal of attention" to the problem and to "experiment with remedies".

Probably more than 250,000 workers are seasonally idle each year, Mr. Gregg said, and this represents a loss of about \$150,000,000 annually in wages. The figure was higher this winter, he admitted.

Between December 1953 and April this year, the Minister reported, almost \$140,000,000 was paid out in unemployment insurance benefits; a large part of that sum went to those seasonally unemployed.

"Like all other kinds of unemployment, this kind also exacts intangible personal and social costs that cannot be expressed in dollar terms but are nonetheless real," he pointed out. Then he asked:—

How can we tackle this problem? Our climate is against us. Yet, I know that some employers have been able to reduce the seasonal swings in their operations and employment. I believe that a great deal more can be done if employers, workers, consumers and governments will attack this problem as a team.

The National Advisory Council on Manpower and the National Employment Committee, which are made up of representatives of employers, organized labour and other interested groups have, said Mr. Gregg, been studying this problem since early in 1952.

The National Employment Committee has recently completed a study (L.G., May,

p. 655), based on a survey of employers in 18 of Canada's seasonal industries, to get opinions on such questions as: (a) what causes seasonal changes in their employment; (b) what methods have they developed to promote employment stability; and (c) what do they suggest to achieve further results.

Possible Solutions

The study, said Mr. Gregg, points to a number of courses of possible action.

It has found that many employers are alive to the problem and have developed a large number of different methods suited to promoting year-round employment for their workers.

Since some firms have been able to maintain much greater employment stability than others in the same seasonal industry, it would appear that study groups within particular industries might help in widening the use of good ideas, the Minister suggested. Such study groups might include representatives of employers, unions, employers' associations and consumers where possible. He continued:—

The construction industry has particular importance in this program. Effective action here requires the co-operation of contractors, architects, engineers, building exchanges, trade unions and those who place construction contracts.

This suggests the importance for those who place construction contracts to time their placement to offset as much as possible the employment slackness during the winter months.

The Committee does not believe that, in seeking a solution for seasonal unemployment, the Government can provide pat answers for industry to follow. Rather, it suggests that each industry study its own situations so as to develop methods that best fit each case.

The Committee has pointed to the importance of governments at all levels planning their expenditure programs as a means of assisting in the stabilization of employment on a year-round basis.

I am able to tell you that as far as the Federal Government is concerned we shall continue to do our utmost to arrange contracts and other undertakings so that the maximum amount of employment therefrom shall be made available to Canadian workers during the winter months.

I am quite confident that we can all—in industry, in the labour force and in government—do much to stabilize employment on a year-round basis.

In this same spirit, the people of Canada, working through government, employer, labour and other groups, will be competent to cope with any economic dislocations that inevitably occur from time to time.

This is the economic background, I suggest, against which we should consider the outlook for labour-management relations.

In the light of conditions, Mr. Gregg continued, it would appear to be a safe

forecast that in the coming months we shall see a sharper examination by management of labour costs. This, he said, creates problems for both parties, which, while demanding, are by no means insoluble.

The Challenging Question

Mr. Gregg then suggested that in some cases the answer may "lie along the lines of greater attention to productivity". This, he said, calls for a "joint approach" and the challenging question for labour and management is the extent to which a joint approach will be forthcoming.

A growing recognition by both parties of each other's needs and aspirations has emerged, he said. Most employers today accept unionism as a constructive and

potentially beneficial force, and labour, for the most part, has gained a greater appreciation of the responsibilities of management and is learning to consider the welfare of the firm, the industry and the community.

"These changing attitudes on both sides are important," the Minister of Labour concluded. "They have gradually made it possible, in some industries at least, for labour and management to develop the mutual respect and confidence that are the underlying fundamentals of sound labour-management relations.

"It means further that, outside the immediate bargaining issues, they are able to work co-operatively on the many problems of productivity and health of the enterprise and community in which their interests are so closely interwoven."

Role of Legislation in Collective Bargaining

J. Howard Kelly, QC

"Fundamentally, I do not consider the law should be invoked to effect a settlement of the terms of any agreement between individual subjects, groups or corporate bodies, be the agreement for lumber, fish, textiles, automobiles, services, labour organizations or anything else", said J. Howard Kelly, QC, solicitor and executive, Burns & Co., Limited, Calgary, Alta.

"We deny the basic principle of free enterprise by invoking laws to force observance to any specific terms which human judgment and an obedience to tolerance and human rights can in time effect."

It would be well, said Mr. Kelly at the outset, to adopt ourselves to the basic concept that management is limited by the power of labour unions. "It is almost wholly a negative power; the union can tie up a company but it cannot run it or even administer the provisions of a contract arrived at between it and the company; that it has to leave to management. But the obstructive power of union leaders may be very great.

"Having accepted this basic concept, let us proceed to a review of bargaining under auspices which finds management in that cramped position of defensive isolation. A union, in fact, has little to give in its contact with management. However, by virtue of its nomination by the collective group of workers, its power is extensive, chiefly through the control it has over that collective manpower, as well as the legal status with which it has been vested by governments."

While the purpose of our laws is achievement of the common good of all, Mr. Kelly said, he suggested it might be well for legislators to reflect on the ultimate economic consequences of "striving to provide greater reward and privileges with an obvious reduction in the compensating returns," the result of which might be detrimental to both human well-being and economic stability.

Proposed General Provisions

Reminding the conference that Canadian labour laws come under provincial jurisdiction, with operations of an interprovincial character directed by federal labour enactment, he said that some persons propose that some general provisions be made common to all labour laws. Some of these proposals, he said, were:—

1. Comprehensive provisions to deal with problems on which public policies are needed—problems of relations between unions and individual workers, between unions and unions, and between unions and employers on the one hand and the community on the other.

2. Provisions to protect against abuses the essential institutions of industrial relations that have proved themselves worthy of protection and to make them work more satisfactorily.

3. Provisions to narrow the area of industrial conflict. "Certain uses of strikes and boycotts are not appropriate," Mr. Kelly said, "and it is high time that unions and the community dropped the naive notion that the unlimited right to strike

is an inherent and necessary right of free men. It is inappropriate that the strike should be used by unions to battle other unions or that strikes or lockouts should be used to coerce the government or to compel changes in public policy".

4. Provisions to deal with specific problems, including: protection of the right to organize, protection of the right of workers to pick their bargaining agents free of interference from any source, safeguarding of the rights of a worker to be a union member or not to be a union member, the making of strikes over union jurisdiction an unfair labour practice, the provision of all reasonable facilities for workers to express their decision by secret ballot on such issues as calling a strike and settling a strike, and provision of adequate arrangements for handling disputes that imperil the national health and safety.

On protection of the right to organize he said: "Now that coercion by employers is unlawful, public policy should also prohibit the use of economic coercion by unions to force men to join a union. It is anomalous for the legality of economic coercion to depend on who uses it."

On the protection of the right of workers to pick their bargaining agents he said that inter-union rivalry can be controlled only by public policy and that the growth of unions makes such control imperative.

On the secret ballot he said workers should also have the right to vote, by secret ballot, on proposals advanced from time to time in strike settlement negotiations. Union leaders should not be permitted to reject "arbitrarily" such proposals, advanced by employers, without reference to the workers, he said.

"There is need for improved legislation designed to assist in the adjustment of differences between employers and employees," Mr. Kelly said, "but legislation alone will not insure industrial peace."

He said:—

Labour organizers have pursued the technique of consolidating many of their advanced positions by having their gains incorporated as part of labour legislation. This rates the springboard for still further gains over management across the bargaining table. The points they struggled to extract from employers are no longer subject to negotiations when made obligatory by law. A wide difference of opinion has developed as to the relative justice of this course as labour concessions have assumed a political complexion in some quarters instead of continuing as issues to be determined through collective bargaining.

Scope of Collective Bargaining

When the actual scope of collective bargaining is considered, the likelihood of litigation and administrative regulation

becomes more imminent, Mr. Kelly felt. So far, he said, there have not been many serious disputes as to what are and what are not appropriate subjects for collective bargaining, but it is questionable how long this will continue. Employers have perhaps been prone to consider that there are qualitative boundaries to the subjects which are bargainable. He said, adding:—

Traditionally, collective bargaining has involved wages, hours of work, overtime, seniority, vacations, grievance procedure and protective measures for the unions' own security. Since the unions have been mainly preoccupied with such matters, probably there has been a failure to recognize that the longer parties bargain periodically with one another, the likelier it will be that one or both of them will seek new subjects for contractual treatment. Recent experience demonstrates that there are few legal barriers capable of containing the force of collective bargaining.

Most labour Acts provide for negotiations on terms or conditions of employment with a view to the conclusion of a collective agreement. How extensive an area this phrase was intended to cover may have to be determined, but it seems unlikely to be a narrow one. The history of collective bargaining, whether under private auspices or under the aegis of legislation, shows that it is dynamic and expanding in content and that continual encroachment upon traditional preserves of management will be difficult, if not impossible to resist. It is probably better for society that such encroachments, if inevitable, should be developed in an ordinary manner rather than through economic conflict.

We do not advocate, said Mr. Kelly, any further interference by government with the relationships between employers and employees as, generally speaking, outside parties can only exercise an influence of a compromise character. No one, he said, knows the problems more intimately than the employer and his own employees.

"For that reason it appears reasonable to recommend that a number of regular employees should be included in all negotiating and grievance committees that meet and deal with management. The practice of barring such practical representatives and restricting the contact unit to outside agents to the exclusion of the workers affected is a practice which should be reformed," he said.

Conciliation and Arbitration

On the question of conciliation and arbitration boards, Mr. Kelly had this to say:—

One cannot escape the fact that the technique of bargaining agents is to extract everything possible out of the employer and then resort to conciliation or arbitration on the grounds of membership dissatisfaction. The abuse of this practice is pronounced.

It is often found that conciliators or arbitrators, relying on the theory that labour must get at least something more than the negotiations produced, will grant awards quite unwarranted under the circumstances to provide a solution. This may or may not be a true compromise. Some employers, realizing that conciliation or arbitration is inevitable, will resist demands, or only grant so much in order to provide some leeway for a conciliator to give some further concession. This is an indication of the lack of genuine sincerity in negotiations but it is obviously an essential technique as a protective measure.

If conciliation or arbitration is to provide practical measures in the realm of labour, then, thought the speaker, governments should be equipped with thoroughly competent men for such boards, men capable of subscribing something of a mature and sound nature to the questions at issue. For this reason, he suggested, it might be well to consider permanent appointees, who would provide management and labour with the benefit of thorough study and conscientious deliberation on all issues, in place of casual review and compromise "frequently unsound but designed to placate one side or the other and get rid of the problem".

Boards of reference, if well constituted, he added, might also prove a useful aid in maintaining harmony in labour relations where debatable issues could be determined on a reliable basis.

Although of the opinion that government-sponsored collective bargaining is not desirable, Mr. Kelly thought it could provide methods of dealing with problems of particular types. The trend towards increasing government regulation is causing concern, he said, to those who believe in industrial self-government as the sound way to achieve both maximum production and the greatest personal freedom.

Disillusionment over the prospects of ever attaining that goal, he felt, is largely responsible for the trend in a national labour policy.

Design for National Policy

The national program, said Mr. Kelly, should be designed to maintain industrial relations on an even keel through a balance of power policy. Neither organized labour nor management should be permitted to possess sufficient power to effectuate its demands unilaterally. Nor should either party be permitted to exercise its power to enforce greater demands through collective bargaining than deemed socially desirable.

"What constitutes equality of power between these two groups is a variable," he said. "It depends upon public

appraisals from time to time of the legitimacy of the objectives that are pursued."

A positive program voluntarily undertaken by labour and management to improve their relationship should not be overlooked, said Mr. Kelly, as one possible factor bearing upon the question of how much government control there will ultimately develop.

"To attain improved industrial relations, with a de-emphasis on government control, collective bargaining will have to be conducted much more effectively by organized labour and management themselves," he declared. "Legislative and administrative rules to bolster up collective bargaining by requiring the parties to follow procedures that seem to facilitate agreement-making won't suffice. Collective bargaining is much more than a series of procedural steps; it pre-supposes coherence to the philosophy that management and labour can and should be reconciled around the conference table by understanding, compromise and agreement.

"Whether labour and management each holds this conviction is the master key to the future of collective bargaining.... Collective bargaining will be created as a sound institution only if organized labour and management first adopt its basic premise and then consciously devote their efforts towards developing the agreement-making potentialities of their joint dealing."

The Co-operative Spirit

Much has been said about the fundamental importance to collective bargaining of the co-operative spirit, Mr. Kelly continued. While not in any way deprecating the essentiality of that attitude, much more, he believed, is required for successful collective bargaining:—

Without industrial relations intelligence and know-how, a co-operative spirit may be unavailing. A constructive development of collective bargaining calls for sustained attention to (a) the resolution of numerous conceptual differences that exist between labour and management, and (b) the perfection and affectuation of the techniques of joint dealing.

Problems inherent in labour relations go far beyond the negotiation of an agreement. Collective bargaining is not suspended during the term of the agreement. The legal duty to bargain exists only with a view to the conclusion of an agreement, but the terms of the agreement itself will involve a continuation of a bargaining relationship. Such bargaining will be concerned chiefly with administering the terms of the agreement. Whether such administration will be harmonious and co-operative depends primarily on the attitudes of the parties.

An agreement between an employer and his employees, whether made in an atmosphere of peace or under stress of strike or lockout, resembles in many ways a treaty, Mr. Kelly suggested. As a safeguard of social peace, it should be construed not narrowly and technically but broadly so that it can accomplish its evident aims. It should, on both sides, be kept faithfully and without subterfuge. "In no other way can confidence and industrial harmony be sustained."

Concerning differences between management and labour, he would not say what is right or wrong; but he did know that "nothing is right that won't work and any arrangement that will work will have to be reconciled on both sides."

"If the forces of management and labour are going to commit themselves to a struggle for power within the highly delicate mechanism of our economy, neither can win and democracy will lose," he declared.

Forward Trends in Collective Bargaining

R. A. Mahoney

"The trade union movement has established itself and is to remain an integral part of our industrial society for a long time to come; thus business should make every effort to live with it and adapt to it," declared R. A. Mahoney, Labour Relations Bureau Limited, Vancouver, B.C.

Mr. Mahoney, who has been a labour relations consultant for eight years and has taken an active part in collective bargaining negotiations for four and a half, was speaking on "Forward Trends in Collective Bargaining".

He saw four main trends in future collective bargaining in Canada. They were:—

1. More national and more intelligent bargaining techniques on both sides;
2. Increasing stress on seniority measures as opposed to straight wage increases;
3. A trend towards wage agreements that will run for more than one year;
4. More companies banding together for the purpose of industry-wide bargaining within a given area.

Bargaining Techniques

Mr. Mahoney felt that development of more national and more intelligent bargaining techniques was inevitable. There is, he stated, an ever-increasing mature frame of mind on the part of union leaders and management officials in their thinking about collective bargaining.

"We have gone," he said, "through roughly 'a ten-year period when both sides, particularly trade unions, have flexed their muscles and resisted each other economically. Both sides are growing up, possibly not to the degree we might wish, but the trend is there. Furthermore, the knowledge, experience and information available to the persons on both sides who are taking part in the bargaining procedure has increased. Trade unions, particularly

the large international unions, are hiring staff experts to provide information who are top men in their field. Management men are becoming much more experienced and companies are either hiring experienced men to do the collective bargaining job or retaining specialists in the field in a consulting capacity.

"It would appear that such a trend is inevitable and, I personally feel, desirable. If so, it may be that we shall see the old economic strength concept of collective bargaining slowly being replaced with a more realistic appraisal of the situation and a settlement of labour agreements on a more intelligent basis."

Security Measures

Increasing demands for security measures instead of for straight wage increases have already come, Mr. Mahoney said. He gave these reasons for that development:—

1. A levelling-off in the upward trend of economic activity;
2. Wage rates in many industries are at a level where there is somewhat of a recognition on the part of trade union leadership that substantial wage increases are no longer feasible;
3. The fact that job security in itself has been a very important factor in the minds of most employees who have the memory of the great depression of the thirties still with them.

With these factors in mind, he said, the question could well be asked, what form will these job security demands take? One obvious answer to this question, Mr. Mahoney stated, is that demands will vary from industry to industry, depending upon conditions within the industry. Security demands, however, in his opinion, fall roughly into two classifications: welfare and those leading to a guaranteed annual wage.

Welfare demands, prevalent now, are concerned with such factors as: hospital and medical coverage, life and accident insurance, pension benefits, and sick leave.

Demands for more advanced security benefits which lead, in a greater or lesser degree, to a guaranteed annual wage will consist, he predicted, of such things as:—

Increased annual vacation benefits, part of which can be taken in slack seasons or are payable on termination of employment;

More requirement of notice in the case of lay-offs or discharge;

Separation pay upon loss of employment;

A guarantee of a certain number of weeks' employment per year for permanent employees.

This list, said Mr. Mahoney, may present a frightening array but the very fact that such demands are pending does not mean that they are forthcoming immediately. "Nevertheless," he added, "I believe that they are coming and management must find some way to meet them eventually. Incidentally, all of these welfare and security measures are mixed in with and will be affected by government policy along the same lines."

Continuing, he pointed out that welfare plans may be handled in three ways: through company formation and administration of welfare and benefits, through joint union and management trustee administration, and through complete union control of welfare. The last two methods, he said, have come about when welfare has been adapted to an industry rather than a single company.

"I think it needless to mention," he said, "that from a management standpoint plan two is infinitely preferable to plan three. As a matter of fact, joint trusteeship plans have proved reasonably satisfactory in our part of the country, particularly where a group of small companies has banded together for a welfare program that would be impossible for any one of them to handle."

He said the third plan, in his opinion, was undesirable from management's standpoint for two reasons: it gives management no voice in how welfare funds are handled or spent, and it provides another example to employees of the union providing benefits where management has been unwilling or unable to do so.

An important aspect of welfare plans, Mr. Mahoney strongly believed, is that they should be contributing, rather than be financed wholly by the employer.

As regards separation pay and eventually a guaranteed annual wage, the speaker said:—

I am sure that there is no single union objective which we in management feel will be more difficult to meet than this one. However, providing that economic conditions remain stable or continue their upward trend, there is little doubt that this demand, in one form or another, is coming. It will, I believe, not come in a sudden rush, and it will not come first in unstable or seasonal industries, but it will nevertheless come and management, I am sure, is thinking and will be thinking in the future as to how best this demand may be met.

Long-term Agreements

Mr. Mahoney said the next phase of his forecast, an increasing trend towards agreements which last for more than one year, was also a controversial issue upon which many opposing views are held. Since General Motors set the pattern on this continent for long-term agreements, four years ago, variations of the pattern have been adopted in many places with what, on the whole, might be regarded as reasonable success.

Among the several reasons for the trend towards longer agreements, according to the speaker, the two main ones are:—

1. The fact that two years ago (more or less in some industries) wage rates, in certain fields at least, reached a level which appeared to be about as high in relation to the general economy and the cost of living index as they could go, except for productivity increases.

2. Both management and labour representatives, particularly the former, were thoroughly fed up with the collective bargaining procedure, which never seemed to be at an end.

Expressing himself as favouring long-term agreements, Mr. Mahoney said:—

I have in mind the two reasons just mentioned but I also have in mind another reason which I feel is much more important—I feel that long-term agreements can provide a means whereby both sides of the labour management situation can learn better to work with each other and to appreciate better each others' point of view. This, of course, stems back to the original premise which I explained to you, namely, that unions are here to stay and survival of our present industrial society depends upon management and labour being able to work with each other. I do not believe that the bargaining table is the best place to discover this workability. Collective bargaining is a time when two sides are of necessity presenting opposing points of view. It is a sort of social procedure which demands psychologically a certain amount of conflict and disagreement. For this reason, then, it is not the best time for the two parties to sit down and discuss mutual

problems and to try to work out reasonable solutions. The time for establishing workability is, I feel, after the agreement has been signed and during the day-to-day plant relationships which involve plant management and plant committees. Here is where an atmosphere of understanding can be best created, and here is where the opportunity is present to give the employee the information and knowledge of company problems and policies, which will mean a more co-operative attitude in the future rather than the frame of mind which today in too many cases appears to overshadow all else—namely: "We get what we want or we hit the bricks".

As long as collective bargaining takes place every year and lasts as long as it does, relationships tend to remain unstable, but where a contract is signed for a longer period of time it would appear that the opportunities for achieving the relationships just described are much more prevalent.

Industry-wide Bargaining

Mr. Mahoney explained that by industry-wide bargaining in a given area—the fourth of the major trends he predicted—he meant the banding together of all or a majority of the companies in any one industry in a given area for the purpose of negotiating a common agreement. This trend, he said, is already in evidence in British Columbia. The reasons for it, he said, were "logical and sensible", because it:—

1. Gives industry a great deal more economic strength to face the threat of strike action;
2. Prevents a union from using one employer as a lever on the balance;
3. Prevents one or more companies within an industry obtaining a competitive advantage from low wage rates;
4. Reduces the burden of negotiation time on individual company officials.

There are two main disadvantages to industry-wide bargaining, however, Mr. Mahoney pointed out. These are:—

1. Particular conditions in individual plants may be sacrificed to secure a workable master agreement.
2. Personal contact between individual management and employees is lost.

Commenting on the first point, he said: "I think the first difficulty can be overcome by negotiating master agreements on an industry-wide basis and individual plants or companies working out special conditions which are necessary, after the master agreements have been signed."

Before leaving the subject of industry-wide bargaining, Mr. Mahoney said he would like to again emphasize the advantage of the economic strength which is gained by management unity.

He continued:—

A great deal of the collective bargaining which takes place in Canada today, particularly in our part of the country, is economic strength bargaining. In other words, the union in effect says, we want so and so and if necessary we will strike to get it. Management in effect says, we won't grant it and we will face a strike rather than give in. I feel that this is a regrettable situation but it is nevertheless true and will be true, at least to a certain extent, for some time to come.

Our experience has been that one company facing strike action when its competitors are still in operation is up against virtual economic disaster and most companies are unwilling or unable to face the situation. Furthermore, the union, which has only the worry of a small percentage of striking workers out of an industry as a whole, has a relatively small problem on its hands in terms of strike pay and lost pay cheques as compared with the problem it faces if the entire industry is struck at one time. Therefore, if economic strength is the key factor in a labour dispute, it most certainly behooves management to avail itself of all the economic strength possible in order to equalize the situation.

In concluding, Mr. Mahoney again qualified his observations. He had, he said, presented broad trends which are long term in nature. Specific industries and specific parts of the country will not encounter these trends as soon as others. He explained:—

A sudden change in economic conditions could alter these trends one way or another. Unforeseen large increases in the economic indices could refocus attention on direct wage rates and delay the security trend. A serious economic recession could put management in a strong bargaining position, temporarily at least. Although I do hope that no one in this room is short-sighted enough to think that economic recession or depression is any sort of a permanent solution to our collective bargaining problems.

I am also aware that many of the conclusions I have drawn are subject to a great deal of individual opinion and prejudice and that in many cases I have oversimplified the problems. We all know that the problems are by no means simple. I am aware, further, that I speak from experience which is purely local in nature and that many of you, particularly from the Prairies and the Maritimes, have a long way to go before you arrive at the stage in collective bargaining where we in British Columbia find ourselves at the present time.

Nevertheless, and despite all the ifs and buts, I believe the trends which I have outlined will prove themselves true in the long run.

We live in what has been characterized as a troubled and changing world. We are beset with problems of many kinds and on many sides. Labour management relationships in my opinion, constitute one of our most, if not our most, serious industrial problems. Legislation alone cannot solve our problem. The problem is primarily one

of human nature and as such is subject to all the frailties and inconsistencies which are an integral part of human nature. It is difficult, and at times an extremely unpleasant problem, but if our industrial society as we know it is to survive in anything like its present form it is up to us who believe implicitly in this society to be the driving force behind a solution to this problem.

During the discussion which followed Mr. Mahoney's address the Minister of Labour was questioned on the degree of

legislation which he thought the Federal Government should exercise. Mr. Gregg replied that he felt there should be the minimum of legislation required. The Federal Government, he said, exerts no pressure whatsoever on the provincial governments and, conversely, neither do the provincial governments on the Federal Government. All provincial jurisdictions should have the right to deal with their own problems, he stated, but there is an attempt at achieving uniformity.

Business Outlook--Impact on Employer-Employee Relations

W. A. Osbourne

Speaking on the impact of the business outlook on employer-employee relations in Canada, W. A. Osbourne, President, Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, Ont., said: "For the present and on the short-term view, the employer is in a stronger bargaining position with respect to wages than he has been for some years, and this mixed blessing has been conferred on him at a time of reduction in business prosperity."

This may be a good time, therefore, suggested Mr. Osbourne, for the employer to take a look at his employer-employee relations with a view to laying firmer foundations on which to build for the future. "Any thought of approaching this very important phase of a company's activities in the spirit of 'now it's my turn' would," he said, "serve to promote the same reaction from the other side of the table in what we hope will soon again be a time of business expansion and rising employment."

With some notable exceptions, the business outlook for Canadian industry follows a similar pattern to that of the United States, Mr. Osbourne observed. Many of our unions have United States affiliations and operate in accordance with policies originating at union headquarters; reactions on employer-employee relations in Canada may, therefore, be expected to be somewhat similar. The nature of this impact is already fairly well defined, he said, and may be roughly summarized as: increased resistance by employers to demands for increased wages; acceptance by unions of the necessity for a scaling-down of their demands for wage increases and, in some cases, for forgoing increases or accepting a wage decrease; a "tactical" shift by unions in their negotiations to a greater emphasis on fringe items and to the guaranteed annual wage.

As examples of union acceptance of wage decreases Mr. Osbourne cited the United Automobile Workers' agreement at the Willys Motors, Inc., Toledo, to abandon an incentive system and as a result to accept a 5-per-cent pay cut (L.G., May, p. 643) and the employees at Dominion Woollen and Worsted Limited, Hespeler, Ont., who in February voted to accept a reduction in rates (L.G., March, p. 349).

Enlarging on the shift in emphasis in negotiations, he said he referred to it as a "tactical" shift because it does not represent any basic change in labour's long-term objective for higher wages. "The unions," he said, "recognizing that resistance to demands for higher wages is backed by powerful arguments, are hoping for additional fringe benefits which may be played up as a substitute for wage increases in a time of reduced employment."

He said the guaranteed annual wage had received considerable publicity since several large unions in the United States adopted it as a "main plank in their platform" and that "their Canadian counterparts have followed the headquarters head in this connection".

What these indications add up to, said the speaker, is that for the present and on the short-term view the employer is in a stronger bargaining position with respect to wages than he has been for some years.

"The subject of employer-employee relations is something," he said, "which far transcends bargaining tactics and is the background against which all negotiations proceed and which largely influences them irrespective of the changing business outlook." Therefore, he said, he intended in his address to view the subject generally in the light of today's business outlook and to discuss some of the principles which, to him, seemed to characterize the attitude and approach of some companies which he

believed were laying a good foundation for their future employer-employee relations.

Importance of Management Concept

In looking at these companies, said Mr. Osbourne, the first consideration that impresses one is that they have a concept or philosophy of employer-employee relations on which they draw for inspiration and guidance in the handling of the varied problems which are constantly arising. In explanation he said:—

They recognize that such relations are changing and dynamic. They have certain rules and regulations for the guidance of their staff and supervision, but these rules are kept to a minimum and are of secondary importance. What is of prime importance is that, emanating from the top, there is an attitude of mind which permeates the entire organization and is reflected in all the decisions which are made down the line, with the knowledge that no marks will be given for interpretations and applications which depart from certain basic ideals and objectives....

The cleavages in labour relations, if there are any, are most apparent at the supervisory level and if such differences and frictions as do arise are accentuated on their way up the ladder of grievance procedures, you are likely to have a fluctuating policy in employer-employee relations whose instability is like an inverted pyramid. In such cases, the relations are being determined at the lower level and on the basis of day-by-day handling of problems at the point where frictions are most likely to arise. On the other hand, if there is a broad-gauged approach and a well defined concept at the top the grievance or friction gains in clarity and objectivity as it moves up and over these relations there is a stabilizing influence and an assurance of fair consideration.

I have emphasized the importance of the top management concept or philosophy because from it flows the guidance and approach which will affect the handling and set the pattern of all labour relations for the company.

Acceptance of Union

It can be seen, Mr. Osbourne continued, that they have developed a few simple principles by which they operate and which they disseminate throughout their organization.

First, he said, they have accepted without reservation the fact that unions are here to stay.

He went on to point out that federal and provincial legislation provides that a union must be accepted when it represents the majority of the employees but that "compliance with the letter of the law may leave its spirit unfulfilled". Furthermore, he added, "the employer who fully subscribes to an acceptance of the fact that unions are here to stay recognizes that

co-existence means that there must be some abridgement of the outmoded, free-wheeling approach in which only the employer's conscience is his guide."

As a logical outcome of the principle that unions are here to stay, he continued, a second principle follows: whatever union represents the will of the majority of his employees, the employer will try to find a way of working with it and, if this is not possible, then at least a way of living with it. The second alternative, Mr. Osbourne said, is second best and implies a state of cold war.

Even so, "we must learn to live with it, in the reasonable hope that somewhere in the hearts and minds of some employees there will develop the opportunity for an effective response to fair treatment and the rejection of radical and unprincipled leadership."

However, Mr. Osbourne warned, working with a union means something more than always, or even frequently, giving in, and the making of gratuitous concessions and hand-outs. Appeasement practised consistently in negotiations, he added, means the loss of self-respect.

"In the case of hand-outs," he said, "the old principle that 'what costs nothing is worth nothing' has more than its usual validity and is, I think, a cardinal principle of good employer-employee relations. A union executive should work for what it gets."

The employer should recognize, he continued, that the union executive must justify its leadership in the eyes of its membership. "Good leadership should, within limits, be allowed to lead and, on certain occasions, it should be expected and encouraged to accept responsibility."

Management's Prerogative

A third principle which inspires and actuates enlightened management, Mr. Osbourne continued, is that it acts in the knowledge that it is management's prerogative and duty to run the business and its operations in the best interests of the company.

The exercise of this authority and prerogative with fairness and firmness is an art and a trust. The art is in the leadership which gets things done and arrives at fair settlements without appearing to make arbitrary decisions. The trust is in preserving those essential prerogatives without which there cannot be adequate corporate direction, unity, and progress. It is well to recognize that there are certain rights and responsibilities which must be retained by management if direction, discipline and even company survival are to be assured. Not infrequently, it becomes necessary to resist the ambitions of a union leader who

is out to dominate both his constituency and the company for which he works, and whose avowed policy is the gradual erosion of management's rights. More importantly, it is also necessary to resist the temptation to purchase peace by bartering those rights.

Employees respect honestly held management views, based on sound business judgment and backed by experience and a record of efficient and profitable operation. The application of this principle may sometimes involve difficult decisions but these will be surmounted if the foundation is laid in an understanding that when decisions are arrived at they are rational, necessary and firm.

Frank Employer-Employee Discussion

The present business outlook may involve lay-offs, said Mr. Osbourne, and its evaluation can be a matter of frank discussion and understanding between the parties.

"It should be remembered," he emphasized, "that the business outlook is management's estimate of the situation. Its validity may be questioned by the union if it is produced and discussed only at the time of bargaining." He added:—

The development of mutual confidence in its use can be assisted by additional frank discussions of the business outlook on occasions other than at the time of wage negotiations. An interested union executive should know something of the difficulties and successes in securing orders. They are much more likely to be impressed with the sincerity and competence of management if they periodically hear about these matters and not just at times when a falling-off in business is expected to produce a corresponding falling-off in wage demands.

Interruption of Good Relations

The final principle put forward by Mr. Osbourne did not, he felt, require expansion. If fundamental differences of opinion arise and cause temporary suspension of good relations it must be remembered that both management and employees will hope soon to restore these relations. He sounded this warning:—

There will be times when in the heat of battle misrepresentations may be made in

appealing for public support of an extreme point of view, or perhaps of an extreme course of action, which is not in the public interest. If such misrepresentations arise it is your duty to furnish correct information but let it be done with an economy of words and, if possible, with words which are not loaded with venom or spite.

Business Outlook Only One Facet

The impact of the business outlook, whether good or bad, is but one facet of employer-employee relations, Mr. Osbourne said in conclusion.

It possesses the somewhat doubtful distinction of being able to throw its influence from one to the other as between employer and employee depending on the level of business activity. That distinction it acquires in a free enterprise system which we support and which we want to continue. We should consider ourselves fortunate that we live in a country in which not only employers but also employees are overwhelmingly in favour of that system. They, too, recognize that as long as businessmen and corporations are free to take business risks, and to do so without the shackles of permits and the regulations which are essential in a planned economy, we will have cyclical swings and, therefore, varying business outlooks. But they also know that for them, too, there is a greater freedom of choice and action and with it a correspondingly greater reward for initiative, judgment and stability.

I have said that the impact of the present business outlook is not an unmixed blessing in employer-employee relations despite some temporary advantages it may give the employer. I believe we can also say that it is not an unmixed misfortune in our economy. During a recession the business man has a little more time to take a good look at his organization and his employer-employee relations. The union leader has a little more cause to take a look at the ultimate effect of a policy of demanding more and more *ad infinitum* and thus pricing us and them out of the market. Both businessmen and union leaders have every reason to benefit by these experiences, and, recognizing their respective functions and responsibilities, they should also recognize that it is their duty to build towards an era of greater mutual understanding in employer-employee relations.

Injury Frequency Rate in U.S. Factories Reaches New Low

The injury frequency rates of factory workers in the United States reached a new low of 11.8 disabling injuries per million man-hours worked in the first quarter of 1954, according to preliminary reports.

The U.S. Department of Labour announced that this rate was 2 per cent

below the previous low of 12.1 recorded in the fourth quarter of 1953 and 14 per cent below the average for the first quarter of 1953.

Last year was a record year for safety. This year promises to be better, the Department said.

CMA Surveys Older Worker Problem

750 Association members reply to questionnaire on difficulties met in hiring or continuing to employ older workers, maximum age limits, collective agreement provisions etc. Firms offer many suggestions

Twenty-two per cent of the employers who replied to a questionnaire distributed to members of the Canadian Manufacturers' Association by the CMA Industrial Relations Committee reported that they had no difficulty in continuing to employ their older workers. Approximately 750 replies were received.

The Committee decided to prepare and send out the questionnaire because it had found that no reliable and comprehensive survey of the older worker problem had been made to ascertain the extent and nature of the problem in Canada. It wanted to learn more about the barriers that face older persons seeking to obtain, or even retain, employment.

Many of the obstacles often cited by employers, it is pointed out in an article in the May issue of *Industrial Canada*, the CMA's official publication, were proved unreasonable and without foundation by the memorandum on the older worker prepared by the Department of Labour (L.G., Feb. 1953, p. 203). The article analyses the replies to the questionnaire, which was prepared in co-operation with the Department of Labour, the Unemployment Insurance Commission, and the Department of Veterans Affairs.

The six major questions asked of employers were:—

1. What circumstances or conditions in your plant make it difficult to continue to employ the older worker?

2. What circumstances or conditions in your plant make it difficult to hire older workers? (These two questions were followed by a supplementary question asking the employer what steps he thought should be taken to continue employing and to hire older workers.)

3. Have you any maximum age limits on the hire of new employees? What are they and what categories of workers are affected? What circumstances have induced your company to establish them? Have you had any difficulty in your recruiting as a result?

4. Do the wage provisions of your collective agreement prevent you from employing, at lower rates, people whose productive capacity has decreased?

5. Has your company at any time made a survey of productivity, absenteeism, or labour turnover by age groups? If so, could we be furnished with a report?

6. Approximately what percentage of your employees are over 45? Over 55? Over 60? Over 65? What is the average age of your employees?

Twenty-two per cent of those replying stated they had no difficulty in retaining workers while the remainder noted that the major problem was that work was too heavy or too hard for the older employee. Other factors, in order of importance, were the older worker's declining production, the existence of a retirement or pension plan and poor health. This ranking remained constant in all groups of plants with the exception of those employing more than 1,000 workers where a pension age (generally 65) was found to be the main difficulty.

As for suggestions on how to keep older workers in employment, the survey revealed that most firms recommended moving the employee to a more suitable job or paying him according to production. Other proposals in this field included a deferment under the pension plan, raising the compulsory retirement age, placing older workers on half shift or reduced hours, taking them out of seniority and finally, installing machinery to make the work lighter.

Some 94 per cent of the returns noted difficulties in the way of hiring older workers. Among such difficulties were listed the following: jobs available were too heavy or hard, too many older workers were already employed, older workers were too old to learn, and the existence of a pension plan. Other important difficulties were the existence of a health insurance or benefit plan, company policy, lower learning ability, younger workers worth more training because of longer prospective service, and the union contract provisions with regard to seniority, wages, and retirement conditions which militated against the hiring of older workers.

So far as making it easier to hire older persons, many of the replies suggested giving such workers preference on lighter and non-technical occupations and the hiring of an employee because of ability and not because of age alone. Several firms suggested decreasing wages. Other proposals were to revise the pension plan or not to place the worker on the plan; to split jobs in two; and to have a government pension at age 65.

Of the firms replying to the questionnaire, fewer than 20 per cent reported having a maximum age limit and those

that did stated that it was on account of the establishment of a pension plan or because of the heavy work involved in the plant's operation.

On the question of wages, those who noted that the wage provisions of their collective agreements prevented the employment of older workers at lower rates outnumbered by one-third those who did not. It was pointed out here that this particular question may not have applied to some firms who answered it, several concerns employing fewer than 50 persons, few of whom have collective agreements.

Thirteen of the plants replying had at one time or another made surveys of absenteeism, labour turnover and production. These showed that younger workers were absent more often and that older workers were "steadier".

The average age of the workers in the plants covered by the survey was given as 37 years, those of office workers as 36.5. The article concluded by noting that older workers are still experiencing difficulty in obtaining employment and that the problem today is not improving.

WOMANPOWER

The 4th instalment of "Womanpower, a Handbook of Source Material on Wage-Earning Women in Canada", soon to be published in booklet form

XVII—Canadian Law and Wage-Earning Women

Jurisdiction for legislative enactments in Canada is divided between the Federal Government and the ten provincial governments. Under the British North America Act, which in Canada is the highest basic constitutional enactment, the provinces have primary authority over questions concerning property and civil rights. The Federal Government has certain authority in these matters also, which is usually exercised in conjunction with or by assent of provincial governments. For instance, when the Employment and Social Insurance Act was passed by the Federal Government in 1935, its constitutional authority was challenged in the House of Commons and finally, following referral to the Privy Council of Great Britain, it was declared to be *ultra vires* of the Federal Parliament.

To overcome this difficulty, after consultation with the provinces, the Constitution was subsequently amended to give the federal authorities jurisdiction over unemployment insurance. In 1940, the Unemployment Insurance Act, having been previously submitted to the provinces for assent, was finally implemented as an exclusively federal measure.

There is now in effect in Canada an impressive number of statutes, passed by the provincial governments, that cover a wide range of subjects coming under the general headings of property and civil rights. These statutes are not uniform in all provinces, nor were they enacted at one and the same time. It might almost

be said they emerged, or came into being, as the country developed; it must be remembered that there has been distinct variation in the rate and time of such development in the individual provinces.

Thus, some provincial legislatures provided for protection against exploitation of women and children in industry before other provinces have felt the need to do so, and have carried such provisions farther. Nevertheless, a study of legislative measures in effect in all provinces shows a certain uniformity of pattern.

This uniformity is not accidental; a well-drafted, well-conceived piece of legislation attracts such attention that it becomes the example or prototype for all other provinces. For instance, all provinces have enacted Apprenticeship and Factories Acts, in one form or other and at varying times. The same is true of other types of labour enactments, social welfare provisions, and measures designed to safeguard the rights of the individual and to uphold the prerogative of the province.

Most of the provincial enactments with which wage-earning women are most directly concerned may be classified as labour, social welfare, legal and educational. (For the purpose of a concise presentation of the most general of these, a list of typical statutes and the provinces in which they are in effect will be published in the booklet, *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada.*)

To ensure proper working conditions and equitable hours of work, wages, etc., in Canada, various pieces of legislation governing the employment of women have been enacted throughout the years. As matters of this kind come within the scope of provincial jurisdiction, such enactments, for the most part, have been made by the different provincial governments. A recent

publication of the Federal Department of Labour, *Provincial Labour Standards*, summarizes, by province, the regulations governing child labour, holidays, hours of work, minimum wages, weekly rest day, and workmen's compensation. These regulations, while applying to all workers, in many instances have special reference to conditions affecting employment for women.

XVIII—Women are Persons

In the lobby of the Senate Chamber of the Parliament Buildings at Ottawa is

a bronze plaque bearing the following inscription:—

**THIS TABLET IS PLACED HERE BY THE
CANADIAN FEDERATION OF BUSINESS AND
PROFESSIONAL WOMEN'S CLUBS
TO HONOUR**

**MRS. HENRIETTA MUIR EDWARDS, MACLEOD
MAGISTRATE EMILY F. MURPHY, EDMONTON
MRS. NELLIE L. MCCLUNG, EDMONTON
MRS. LOUISE C. MCKENNY, CLARESHOLM
HONOURABLE IRENE PARLBY, ALIX
ALL OF THE PROVINCE OF ALBERTA**

**TO FURTHER THE CAUSE OF WOMANKIND THESE FIVE OUTSTANDING PIONEER WOMEN
CAUSED STEPS TO BE TAKEN RESULTING IN THE RECOGNITION BY THE PRIVY COUNCIL
OF WOMEN AS PERSONS ELIGIBLE FOR APPOINTMENT TO THE SENATE OF CANADA
THIS MOVEMENT WAS INAUGURATED BY MAGISTRATE EMILY F. MURPHY**

There is a story behind this plaque. It concerns the five women named in the inscription and commemorates their faith in the belief that women should have equal rights with men in matters of government. Over a period of years these women steadily maintained their efforts to have women in Canada recognized as "persons" and the point at issue was the request, first made by the Federated Women's Institutes of Canada, that women be appointed to the Senate of Canada. To this request the Government's reply had been that women were not persons within the meaning of the British North America Act, and accordingly they could not qualify for such appointment.

In 1927, Mrs. Emily F. Murphy of Edmonton, the first woman magistrate to be appointed in the British Empire, inaugurated a plan of campaign to carry this matter to a completion. Magistrate Murphy had had her own first decision appealed on the ground that she was not a "person" according to the meaning of

the word in the British North America Act and that, therefore, under the law she was not eligible to sit as a magistrate. Subsequently, this question of Magistrate Murphy's eligibility was referred to the Appeal Court of Alberta; that court decided that she was a "person".

Under Section 60 of the Supreme Court Act, Mrs. Murphy and her associates submitted to the Supreme Court of Canada the following question: "Is a woman a person within the meaning of Section 24 of the British North America Act?". The first decision rendered was that women were not "qualified persons". Whereupon, the five women decided to carry the matter to the final court of appeal for Canada at that time, the Judicial Committee of the Privy Council of the United Kingdom.

The Lord Chancellor of Great Britain recalled that on May 20, 1867, John Stuart Mill moved, in a committee of the same House of Commons that passed the British North America Act, an amendment to the

Representation of the People's Bill (an act to secure women's suffrage) that the word "man" be deleted and the word "person" be substituted therefor. The Lord Chancellor ruled accordingly that the term "persons" as used in the British North America Act must have been intended to include women.

This ruling removed the major obstacle to the appointment of women as senators. The decision was handed down on October 18, 1929, and in the same year, the first women senator, the Hon. Cairine W. Wilson, was appointed by the Right Hon. W. L. Mackenzie King, Prime Minister of Canada. In February 1935, the Right Hon. R. B. Bennett, who succeeded Mr. King as Prime Minister, appointed a second woman senator, the Hon. Iva C. Fallis.

In recognition of the services of the five Alberta women and after more than five years of representation by the Canadian Federation of Business and Professional Women's Clubs, the plaque was unveiled, appropriately enough, in the lobby of the Senate Chamber. Speaking at the unveiling

on June 11, 1938, the Prime Minister, the Right Hon. W. L. Mackenzie King, said:—

In centering public opinion upon women's eligibility for appointment to the Senate, the five Alberta women performed a task much larger than the specific one to which their immediate efforts were directed.

They helped to raise in the most effective manner, the whole question of women's rights and responsibilities with respect to the conduct of public affairs. They did more than that; they helped to throw into bold relief the special gifts which it is within the power of women to bring to the organized life of the community and of the nation. Endowed with special powers of intuition and sympathy, a keen insight into human values and, in most cases, an abiding loyalty to cherished institutions and principles, woman possesses and has revealed in public as in private life, a quite exceptional capacity for sustained and unselfish service.

On May 19, 1953, the Prime Minister, the Right Hon. Louis St. Laurent, appointed two more women to the Senate, the Hon. Muriel McQueen Fergusson and the Hon. Marianna Beauchamp Jodoin. Canada's fifth woman senator, the Hon. Nancy Hodges, was appointed November 5, 1953.

XIX—Women's Organizations in Canada

Today the interests and activities of Canadian women are widespread. This is evidenced by the large number of clubs and organizations to which Canadian women belong and which have come to exert such a considerable influence on Canadian life. There are the "purpose" clubs, those concerned with the economic and social well-being of women; the welfare groups; the church-centered groups who work through communities; the professional and educational organizations; the service clubs; the ones associated with the labour move-

ments; and the cultural groups. All these are part of the Canadian scene and in considering Canadian women, their needs, rights and interests, these organizations must be borne in mind. Therefore, a list of women's groups, though necessarily less than all-inclusive, has been compiled as representative of a wide cross-section of women's work and life in Canada. (The list will be included in *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada* when it is published in booklet form.)

XX—Publications and Books of Reference

To determine the status of women in a nation, there must be a comprehensive knowledge of the history of the country, the nature of its economy and its basic laws and practices. In Canada such information on these subjects is obtainable through the publications of various departments of the federal and provincial governments.

Most of these publications are readily available for interested readers in all parts of Canada because "the Queen's Printer is required by law to furnish free of charge one copy of any government publication,

not of a confidential nature, to designated classes of libraries in Canada, for preservation and educational purposes, so that all the public may have access to all government publications".*

Copies of most of the publications may be purchased at a moderate cost. Some are distributed, on request, free of charge. (A selected list of publications of federal government departments that will provide

**Canadian Government Publications, Consolidated Catalogue, 1953.*

much valuable reference material on wage-earning women in Canada will be included in *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada*. While but few of the many

publications which might be included in such a list are given, those selected cover subjects bearing directly and indirectly on matters of interest or concern to Canadian wage-earning women.)

Fatal Industrial Accidents in Canada* during the First Quarter of 1954

First-quarter fatalities were 93 fewer than those in last quarter of 1953, with 242 being recorded compared with 335 in October-December

There were 242¹ industrial fatalities in Canada in the first quarter of 1954, according to the latest reports received by the Department of Labour. This marks a decrease of 93 fatalities from the previous quarter, in which 335 were recorded, including 11 in a supplementary list.

During the quarter under review, five accidents resulted in the deaths of three or more persons in each case. Two of them occurred on the same day, January 22. At Lac Casse, Que., 10 men employed at a large hydro development were killed when one of the cables supporting the platform on which they were working broke loose and plunged the men 80 feet to the bottom of a shaft. Near Dorval, Que., three men employed by a motor transport company lost their lives when the truck in which they were travelling was struck by a train at a level crossing.

On January 29, near Catfish, Que., three lumbermen died as the result of a highway collision. The accident occurred when the truck in which they were riding crashed into the rear of a stalled truck loaded with sawn lumber. In an accident at sea on February 9, three fishermen from Glace Bay, N.S., were drowned when their fishing vessel was swamped during a heavy storm. At Beaver Cove, B.C., three loggers lost their lives on March 8, when the truck carrying them back to their camp went out of control and struck an embankment.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Grouped by industries, the largest number of fatalities, 47, was recorded in the mining industry. Of these, 25 were in metalliferous mining, 13 in non-metalliferous mining and nine in coal mining. In the previous three months 45 fatalities were listed in this industry, including 24 in metalliferous mining, 13 in non-metalliferous mining and eight in coal mining.

In manufacturing there were 42 industrial deaths during the quarter under review, 11 occurring in the wood products group, nine in the iron and steel group and six in each of the paper and transportation equipment groups. During the previous

*See Tables H-1 to H-5 at back of book.

¹The number of industrial fatalities that occurred during the first quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

three months 65 deaths were recorded, including 14 in iron and steel, 12 in wood products and eight in the food and beverages group.

Thirty-eight persons died as a result of accidents in the transportation industry during the first quarter of 1953. Of these, 18 were in steam railways and 14 in local and highway transportation. In the previous three-month period 47 fatalities were listed, of which 22 occurred in local and highway transportation, 11 in water transportation and 10 in steam railways.

There were 37 industrial fatalities in the construction industry during the quarter under review, of which 18 occurred in miscellaneous construction, 12 in buildings and structures and seven in highway and bridge construction. During the fourth quarter of 1953, 68 deaths were recorded, including 32 in buildings and structures and 18 in each of the highway and bridge and miscellaneous construction groups.

In the logging industry 34 fatalities were listed in the first quarter of 1954, compared with 37 in the previous three months. In the first quarter last year, 50 accidental deaths were recorded in this industry.

An analysis of the causes of the 242 fatalities that occurred during the quarter shows that 65 (27 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (13), objects falling or flying in mines and quarries (12), and materials falling from stockpiles or loads (10). "Falls and slips" were responsible for 51 (21 per cent) of the total deaths during the period. These include 13 resulting from falls from scaffolds or stagings, seven from falls into shafts, pits, etc., and six from falls into rivers, lakes, etc. In the classification "collisions, derailments, wrecks, etc.," 46 deaths were recorded. Of these, 36 were the result of accidents involving automobiles or trucks.

By province of occurrence the largest number of fatalities was in Ontario, where there were 82. In Quebec, there were 52 and in British Columbia, 43.

During the quarter under review there were 86 fatalities in January, 77 in February and 79 in March.

UMW Seeks to Add Seamen, Longshoremen to Its Ranks

The United Mine Workers of America (CIO) are apparently seeking to enroll seamen and longshoremen in Canada and the United States in its District 50, which represents non-mining industries.

Silby Barrett, Canadian Director of the UMW, announced in Toronto recently that a new marine division was being set up within the UMW's Canadian District 50. He also said he was increasing the staff of three Montreal locals of the UMW.

The UMW already represents about 1,000 seamen in Canada through an affiliated union, the National Maritime Federation, headed by Captain H. N. McMaster in Montreal.

Mr. Barrett's statement calls attention to certification proceedings now before the Ontario Labour Relations Board to decide whether the UMW or the Brotherhood of Railway and Steamship Clerks (AFL-TLC) will represent 103 dock workers, employees of the Eastern Canada Stevedoring Company of Toronto, for which the UMW is seeking certification.

The UMW claims it has signed up 90 members of the Brotherhood. On June 17, the Brotherhood and the company formally signed a collective agreement.

In the United States, John L. Lewis, International President of the UMW, announced at the end of May the formation of a United Marine Workers Division of the UMW's District 50, and said it would henceforth represent tugboat workers at eight Atlantic ports. The tugboat union is said to number about 9,000 workers. There are about 45,000 such marine crewmen on the coastal and inland waters of the United States and Canada.

Shortly before Mr. Lewis's announcement, New York Local 333 of the United Marine Division of the old International Longshoremen's Association voted to join the UMW as an affiliate of its District 50. Of the 3,942 ballots sent out by mail, 1,857 returned marked in favour and 419 against. More than 1,600 members of the local did not vote. The local now forms the nucleus of the UMW's new maritime division.

Labour Organization

Canadian Government and Worker Delegates Address ILO Conference

Deputy Minister A. H. Brown, head of delegation, and Claude Jodoin, worker delegate, participate in debate on Director-General's report. Paul Ramadier, former Premier of France, chosen conference president

"Universality is necessary to social justice which, in turn, is indispensable to peace," declared Paul Ramadier, former Premier of France, at the opening of the 37th annual conference of the International Labour Organization in Geneva, June 2. Mr. Ramadier was elected by acclamation President of the conference. More than 650 delegates and advisers from 66 of the 69 ILO member countries attended.

The conference, which was officially opened by Dr. A. M. Malik, Pakistan Minister of Labour and Chairman of the ILO Governing Body, was addressed by A. H. Brown, Deputy Minister of Labour and head of the Canadian delegation, and Claude Jodoin, Canadian worker delegate and a Vice-president of the Trades and Labour Congress of Canada.

Mr. Ramadier said very few countries in the world today have not decided to link their efforts and those of their people with the ILO.

"We are thus coming closer to our ideal objective, which is to bring all the peoples of the world together," he said.

On the subject of social justice, Mr. Ramadier said:—

No reform, no advantage, secured by any worker can be regarded as permanent unless it is also enjoyed by all the other workers of the world.

If some obtain what others still desire, competition on world markets endangers their achievement. The greater degree of productivity in some industries, distance, customs barriers and protective measures of all kinds may partition the world and impede the mass invasion of products obtained by more intense effort, smaller remuneration, lower standards of life.

But these are feeble barriers; productivity may and should be raised even in the least-developed countries; competition becomes keener when output exceeds the resources of consumers.

When the storm of economic depression shakes the capitalist economy, is there not a risk that social reform will be thrown overboard if it has not become so universal that it is made fast amid the stress of competition by the conscience of mankind?

In welcoming the return of the USSR to ILO membership, Mr. Ramadier said "Religious, economic and political barriers do not separate us as completely as some exaggerated attitudes might lead us to believe. We co-exist, and co-existence in the same world at a given time creates in men a material solidarity which we cannot throw off in peace or war."

Mr. Ramadier paid tribute to the late Léon Jouhaux, French trade union leader who was the workers' vice-chairman of the ILO's Governing Body when he died in April this year. Similar tributes were made by employer and worker delegates and by ILO Director-General David A. Morse.

Before declaring the conference open, Dr. Malik reviewed the subjects to be discussed. He said that peace must be built "upon a foundation of understanding each other's views, an appreciation of each other's difficulties and sufferings, and efforts for the solution of these difficulties on a basis of mutual give and take.

"Material exploitation, economic exploitation and the exploitation of a situation by one nation or group against another are absolutely foreign to the principles upon which this organization has been built. We must keep the cold war outside our arena," he said.

A. H. Brown

As head of the Canadian delegation at the Conference, Mr. Brown said the Director-General's review of economic and social conditions in his annual report helped Canadians to appraise their own problems in a broad international context.

"The adjustments," he said, "which have been taking place in Canada since the last quarter of 1953 result mainly from two developments. The first is the effect of the transition from a lengthy period of rapid expansion, during which strong inflationary forces were frequently present, to a stage where production and consumption are in better balance. The



A. H. Brown

Heads Canadian Delegation

second is the increased competition in both domestic and international trade following the return to a buyers' market." He continued:—

Canada is dependent for approximately 20 to 25 per cent of its gross national product on exports to other countries, and we are therefore much concerned with the maintenance of high levels of income and employment all over the world. We strongly support the views of the ILO in stressing the importance of maintaining a high level of demand in importing countries, as well as the importance of international co-operation in pursuing this desirable objective.

Canada has also taken an active part in the development of the General Agreement on Tariffs and Trade and the International Monetary Fund. It has supported the development of assistance programs to less economically developed countries through the Colombo Plan, the United Nations Technical Assistance Program and in other ways.

All this effort to lower tariff barriers and encourage the free movement of goods, although good business for a country so dependent on international trade, is nevertheless a policy that is not always easy for Canada to maintain, particularly in periods of stress in certain industries when employers lose business and workers lose jobs because of imports from other countries, said Mr. Brown, adding:—

The Canadian Government has felt that the short-run temptation to restrict the importation of goods should be resisted in the interests of a healthy and expanding world economy.

The economic readjustments which we have been experiencing in Canada have served to bring about a greater stability in consumer prices. This steady price level, combined with continuing increases in wages, has meant that we have enjoyed higher real incomes. On the other hand, these economic readjustments have brought an easing in manpower requirements which has caused some increase in unemployment. This increase in unemployment began to show up last winter, when we normally have a seasonal increase in unemployment due largely to our northern climate. The underlying factors responsible for the great expansion of economic activity in Canada are, however, still present. This gives us confidence that we shall move ahead without any serious economic difficulties.

Referring to the Director-General's emphasis on housing in his annual report, Mr. Brown said that in Canada we rely primarily on private initiative in the housing field although some projects are publicly initiated.

The policy of the Federal Government, he said, is to provide financial assistance to those who on their own initiative desire to improve their housing accommodation. Such government assistance takes the form of financial help and research on housing designs, construction techniques and materials.

"Since 1945," said Mr. Brown, "the number of families in Canada has increased by 700,000, while slightly more than 700,000 housing units have been built in the same period. This means that we have not yet caught up entirely with the accumulated backlog of housing requirements.

"We are not faced with an overwhelming problem in this regard, as we built more than 100,000 units in 1953 alone and almost as many in several other post-war years."

Mr. Brown outlined the work that more than 1,000 labour-management production committees in Canada are doing to strengthen the worker's sense of participation in the productive activity of his employment.

Claude Jodoin

Mr. Jodoin, Canada's worker delegate at the Conference, stated he would like to say that the lot of the Canadian worker has improved since last year, "but that is not the case". Changes have occurred in the economy of Canada, he said, but they have not all been favourable to either the workers or the population in general. He continued:—

Our defence program is tending to stabilize and the prosperity we knew in the years immediately following the war is diminishing. Certain factors have prevented us from maintaining the high level of employment

and production. Among them I should mention the recovery of the European economy, the modernization of our railroad equipment, the poor sales of our wheat, the increase in production in many places where wages are extremely low compared to those of the Canadian workers, and the absence of even the most elementary protection of our sea trades, both our coast trade and our internal navigation.

These factors and certain others have brought about in the last few months the worst wave of unemployment that we have known for many years in Canada. More than half a million workers in Canada were without employment when this wave reached its maximum less than three months ago.

Mr. Jodoin said that about one million immigrants have been admitted to Canada since the war. Such a policy, he said, is "not logical" and "no country in the world can go very far on such a road without opening the way to severe difficulties of all sorts and without increasing still further the number of its unemployed.

"The trade union movement of Canada has unanimously called for less intense immigration and for greater attention to our economic and social situation. This unanimous request was finally heard by our Government recently; but there is no doubt that new restrictions will have to be imposed and that only skilled workers whom our industries really need can be admitted."

Mr. Jodoin continued:—

We Canadian workers understand perfectly well that according to many standards we are much better off than millions of our working brethren in many other countries. But we consider that their lot must be improved, not our conditions worsened.

It is because we think this that we do not approve the policy of our Government and employers regarding immigration and social security. We can hardly speak on social and economic policy, for the Government and the employers of my country have a policy of social security which is watered down; and therefore the workers suffer. For years past all Canadian trade unions have unanimously called for a social security program and a national health insurance program, but up until now we have obtained only timid measures such as unemployment insurance and old age pensions.

Concluding his address, Mr. Jodoin said: "I would just like to tell the world in general that I have no hesitation in saying that Canadian workers do not subscribe to all the aspects of the policy of our Government regarding economic and social matters."

Other Speakers

K. P. Mookerjee, Minister of Labour of West Bengal, and Indian Government delegate, said "a silent revolution by consent" was under way in India. He said that the



Claude Jodoin

Canada's Worker Delegate

peoples' participation was being secured in transforming the country's rural economy.

"The land gift movement which seeks to persuade owners of big estates to make free gifts of land to the actual cultivators is daily growing in momentum. Different social forces which are now operating on the rural scene in India have the promise of transforming life in the countryside and in this process the maximum use is being made of the initiative and enthusiasm of the local population," he said.

Nikolai I. Rogovsky, Chief of the Labour Department of the Planning Commission of the Soviet Union, told the delegates his Government considered "that in spite of the existing divergencies in the social makeup of the countries which are members of the ILO there is a possibility of reaching the necessary mutual understanding based on co-operation."

It is to be hoped, he said, that the ILO "will devote its activities towards relaxation of international tension, to limiting armaments, and thus improve the condition of the working masses".

Mr. Rogovsky criticized the Director-General's report for glossing over "the difficulties of the oncoming crisis in the capitalistic countries".

William L. McGrath, United States employer delegate, said he thought the



—photo by J. Cadoux, Geneva

Harry Taylor, Canada's employer delegate, presiding at one of the plenary sessions of the 37th International Labour Conference. He was elected one of the three conference vice-presidents. Seated beside him is the Clerk of the Conference.

ILO could accomplish "far more by the interchange of ideas than by passing Conventions".

"Progress in the standard of living," he said, "arises primarily from better employer-employee relations, better production methods, better marketing methods, better utilization of new techniques, and above all, a fuller development of human understanding. None of these objectives can be achieved by legislation. Only when free men of labour and management aggressively support the principles of a free economy can we move forward to a bright future for everyone."

Sir William Bodkin, New Zealand Minister of Social Security, declared that unless the underdeveloped countries are aided, the position of the world "will become progressively worse and will constitute a serious threat to world peace".

He said his country held the opinion that the best way to help the underdeveloped countries was to assist them to help themselves.

Steering Committee

In a plenary session the conference amended its standing orders to increase the size of its Steering Committee to 20 governments, ten workers and ten employers. The Steering Committee was formerly composed of 16 governments, eight workers and eight employers.

The new members are Australia, the Federal Republic of Germany, Japan and the Soviet Union.

Resolution on Shorter Hours Unanimously Approved

The general conference of the International Labour Organization gave unanimous approval to a resolution suggesting that the ILO initiate measures with a view to a possible reduction of working hours where desirable or practicable.

The resolution invited the ILO Governing Body to consider instructing Director-General David A. Morse to prepare a report on working hours and, in the light of this report, to consider what further action might be taken.

Adoption of the resolution was recommended to the Conference by the Resolutions Committee, one of the vice-chairmen of which was Claude Jodoin,

Canadian worker delegate. The Resolutions Committee was set up at the fifth sitting of the conference and consisted of 48 members representing governments, employers and workers.

Pointing out that one of the principal aims of the ILO is the establishment of a maximum working day and week, and that the reduction of working hours in many branches of industry in various countries during the last 20 years has in many cases contributed to social progress, the resolution suggested that a general solution to this problem must be sought at the international as well as the national level; in view of its possible repercussions on the external trade policy of the various countries.

Governing Body

The Conference elected a new Governing Body for a term of three years.

The Governing Body is composed of 20 government members, ten employer representatives, and ten worker representatives. Of the 20 government seats, ten are allotted to countries of chief industrial importance and are non-elective. The other ten are filled by election.

The ten elective government seats went to Argentina, Australia, Burma, Columbia, Cuba, Egypt, The Netherlands, Norway, Turkey and Uruguay.

The ten members chosen by the employer delegates are from France, India, Italy, Pakistan, Sweden, Union of South Africa, United Kingdom, United States, Uruguay and Venezuela.

The ten members elected by the workers are from Australia, Brazil, Cuba, Denmark, Federal Republic of Germany, France, India, Pakistan, United Kingdom and the United States.

Canadian Participation

Harry Taylor, Manager of Industrial Relations of Union Carbide of Canada Limited and the employer representative with the Canadian delegation, was elected one of the three vice-presidents of the conference.

The Canadian delegates participated in the discussions of the following committees: resolutions, vocational rehabilitation, migrant workers, penal sanctions, and holidays with pay.

ILO Submits 8th Annual Report to United Nations

Increasing effectiveness in efforts to boost industrial productivity in underdeveloped countries is described by the International Labour Organization in its eighth annual report to the United Nations. The report also cites major developments during the past year by the ILO in the fields of workers' housing, forced labour and agricultural labour. The report, the eighth of a series commenced in 1947 under the terms of a 1946 UN-ILO agreement, is scheduled for discussion this summer by the 18th session of the Economic and Social Council of the UN in Geneva.

In addition, continued progress has been made in the field of freedom of association, the report notes. By the end of March 1954, a freedom of association committee, established in November 1951, had completed a preliminary examination of 83 cases of complaints of violations of trade union rights and was holding 13 additional cases under consideration. Of the total, three cases "have been regarded as calling for further examination," the report states:

Referring specifically to productivity, the report states that activities in 1953 and early 1954 were directed towards showing how more can be produced by the same number of workers through efficient organization, methods of work and use of equipment with emphasis upon techniques that require little or no new capital investment. ILO experts also attempt

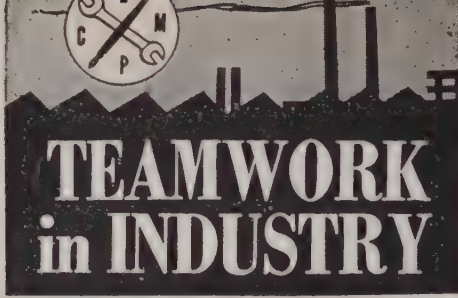
to demonstrate that the use of such techniques will produce better working conditions and that no "retrenchment or unemployment" will result from increased output.

ILO committees have studied productivity in coal mines and the construction industry and a major report on increased output in manufacturing will be published soon.

Adequate housing for workers and the need to tackle the housing problem promptly received the major emphasis in the annual report of ILO Director-General, David Morse, this year. The ILO, which cannot offer financial aid to meet housing needs, seeks mainly to acquaint governments with the problems connected with housing. Working with the UN, the organization has been able to offer assistance in the field of housing and town and country planning.

With reference to forced labour, the report notes that the governing body of the ILO has supported the UN-ILO *ad hoc* committee on forced labour which recommended that governments maintaining such labour of a political nature re-examine their practices.

In the past year, the ILO has placed emphasis, in its program to combat under-employment, on agricultural labour. It has aimed much of its technical assistance activity at providing slack season occupations for farm workers.



Good Record Prompts Formation of 2nd LMPC

Victoria, B.C.—The good work of the Labour-Management Co-operation Committee in the Roofing Plant Division of the Sidney Roofing and Paper Company has resulted in the formation of a second committee in the Paper Mill Division. The high degree of satisfaction found in joint consultation was expressed by Personnel Manager H. C. Langton when he said: "Our labour-management co-operation committee is now going into its third year of operation and without a doubt has proven itself far and beyond expectations."

Formed in 1952 when labour, represented by Local 367 of the International Brotherhood of Papermakers, and management agreed on this form of co-operation, the committee has rolled along in high gear ever since. To date, the LMCC has handled 120 different items. Twenty suggestions have been processed under the recently inaugurated Suggestion Award Plan, and four awards made.

The LMCC has carried on an active campaign to reduce accidents and improve safety. The result has been (to the end of April) a period of 90,000 accident-free man-hours. One feature of this campaign has been the effective use of bulletin boards to display different phases of the committee's work, and especially safety posters.

LMPC Reduces Assembly Time on Two Jobs

Woodstock, Ont.—In the process of manufacturing an item of equipment essential in log-loading operations—The Timber Tosser Log Loader—Timberland Machines, Limited, Woodstock, Ontario, found that production costs for a part of the machine were increasing constantly.

(The Timber Tosser is an ingenious machine used in loading logs from ground piles onto trucks and other conveyances.)

Management, concerned by the costs involved in producing the "A-Frame" portion of the Timber Tosser, approached the Labour-Management Production Committee seeking a solution to its problem. Investigation by LMPC members disclosed

that it was taking five and three-quarter man-hours to weld and assemble each "A-Frame".

Through careful study and the co-operation of all persons concerned, the time factor was reduced to the point where the "A-Frame" is now being completely manufactured in three and a half man hours.

In the course of the study of the "A-Frame" problem, one employee contributed a suggestion for reducing by 30 per cent the time required for assembling a winch, also a part of the Timber Tosser.

Needless to say, both management and labour were proud of these accomplishments, the former gaining on its production and the latter in prestige and the satisfaction of seeing a job well done.

Of course, the work of the LMPC at Timberland Machines, Limited, has not stopped there; diligently, co-operatively, it is striving continually to reduce time required for the production of all equipment manufactured by the Company—working hard to meet a busy schedule on time and keep their customers satisfied.

Labour members of the LMPC at Timberland Machines, Limited, have as their bargaining agency Local 246, International Moulders and Foundry Workers Union of North America (AFL-TLC).

The Key to Improved Employee Morale

Montreal, Que.—The key to improved employee morale lies in the day-to-day relations between supervisors and staffs, Dr. Nathaniel Cantor recently told the 8th annual conference of the Canadian Industrial Trainers' Association.

Dr. Cantor, Chairman of the Department of Sociology and Anthropology, University of Buffalo, said that unless supervisors appreciate the feelings and sentiments and needs of their fellow human beings, they cannot do their jobs successfully.

"Unless supervisors modify their own attitudes through their own creative effort, they cannot help others to become more effective and, hence, more efficient employees," he said.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during May. The Board issued eight certificates designating bargaining agents and ordered one representation vote. During the month, the Board received four applications for certification.

Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the New

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

York Central Railroad, lessee, on the Canadian lines of the Michigan Central Railroad Company (L.G., April, p. 547.)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed on lines east of Detroit in the Buffalo Division of the Wabash Railroad Company (L.G., June, p. 814).

3. Local 4159, United Steelworkers of America (CIO-CCL), on behalf of a unit of hotel, restaurant and bakery employees employed at Gander Airport, Newfoundland, by Commercial Caterers Limited (L.G., May, p. 669).

4. National Association of Broadcast Employees and Technicians (CIO-CCL), on behalf of a unit of employees of Radio Station CKCV Limited, Quebec (L.G., May, p. 669).

5. National Association of Broadcast Employees and Technicians (CIO-CCL), on behalf of a unit of employees of Radio Station CHRC Limited, Quebec (L.G., May, p. 669).

6. United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local 180 (AFL-TLC), on behalf of a unit of employees of Saanich Plumb-and Heating, Whitehorse, Y.T. (L.G., May, p. 669).

7. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed by West Coast Tug & Barge Co. Ltd., Vancouver (L.G., June, p. 814).

8. Seafarers' International Union of North America, Canadian District (AFL-TLC),

on behalf of a unit of unlicensed personnel employed by United Tanker and Barge Ltd., Vancouver, B.C. (L.G., June, p. 814).

Representation Vote Ordered

Brotherhood of Railroad Trainmen, applicant, and Dominion Atlantic Railway Company, Kentville, N.S., respondent (L.G., June, p. 814) (conductors) (Returning Officer: D. T. Cochrane).

Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC), on behalf of a unit of employees of Canadian Pacific Express Company, Toronto (Investigating Officer: F. J. Ainsborough).

2. Canadian Merchant Service Guild, Inc. (TLC), on behalf of a unit of deck officers of Transit Tankers and Terminals Limited, Montreal (Investigating Officer: R. Trépanier).

3. International Union of Operating Engineers, Local 115 (AFL), on behalf of a unit of employees of Dutton Mannix Ltd., Whitehorse, Y.T. (Investigating Officer: G. R. Currie).

4. Seafarers' International Union of North America, Canadian District (AFL-TLC), on behalf of a unit of unlicensed personnel of Anticosti Shipping Ltd., Montreal (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May the Minister appointed conciliation officers to deal with the following disputes:—

1. Gatineau Bus Company Limited, Hull, Que., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (Conciliation Officer: R. Trépanier).

2. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and United Brotherhood of Carpenters and Joiners of America, Local 1735; International Brotherhood of Electrical Workers, Local 344; United Association of Journeymen, Plumbers and Steamfitters, Local 180; and International Union of Operating Engineers, Local 510 (Conciliation Officer: G. R. Currie).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

4. Canadian Pacific Railway Company (sleeping car department) and Order of Railway Conductors of America (Conciliation Officer: R. Trépanier).

5. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

6. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and Marine Workers and Boiler-makers' Industrial Union of Canada, Local No. 2 (Conciliation Officer: G. R. Currie).

7. Canadian National Railways, Western Region, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper).

Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited (steamship labour), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, 1954, p. 816).

2. Newfoundland Employers' Association Limited (coal and salt cargoes), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 815).

3. Newfoundland Coal Company Limited (mechanical operations), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 815).

4. Union Steamships Limited, Vancouver, and Canadian Communications Association (Conciliation Officer: G. R. Currie) (L.G., May, p. 669).

5. Canadian National Railways, Western Region, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper) (See above).

Conciliation Boards Appointed

1. Canadian Overseas Telecommunication Corporation (clerical employees), Montreal, and Local 272, Overseas Communication Union (L.G., June, p. 816). The Board had not been fully constituted at the end of the month.

2. Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers, Local 14 (L.G., June, p. 816). The Board had not been fully constituted at the end of the month.

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Regions), and Brotherhood of Locomotive Firemen and Enginemen (L.G., May, p. 669) was fully constituted in May, with the appointment of the Hon. Mr. Justice Ralph Maybank, Winnipeg, Man., as Chairman. Mr. Justice Maybank was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and Hon. A. W. Roebuck, QC, Toronto, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Patricia Transportation Company Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 410), was fully constituted in May with the appointment of E. V. Caton, Winnipeg, as Chairman. Mr. Caton was appointed by the Minister on a joint recommendation from the other two members, Charles H. Attwood and Leon Mitchell, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

In January, the Minister established a Board of Conciliation and Investigation to deal with a dispute between the Railway Association of Canada (extra gang employees) and the Brotherhood of Maintenance of Way Employees (L.G., March, p. 411). This dispute involved wages only.

Another dispute arising out of the same collective agreement, but not including the wage clause which had an earlier opening date (L.G., June, p. 816) was referred in May to the Board of Conciliation already established.

Conciliation Board Reports Received

1. Ottawa Transportation Commission and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., April, p. 548). The text of the report is reproduced below.

2. Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District, Mine, Mill and Smelter Workers, Local 193, International Union of Mine, Mill and Smelter Workers (L.G., June, p. 816). The text of the report is reproduced below.

3. Oshawa Railway Company (Canadian National Railways), and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 411). The text of the Board's report is reproduced below.

Settlement Following Board Report

Ottawa Transportation Commission and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

Strike Following Board Procedure

Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

Report of Board in Dispute between

Ottawa Transportation Commission

and

Amalgamated Association of Street, Electric Railway

and Motor Coach Employees of America

Hon. MILTON F. GREGG, VC
Minister of Labour
Parliament Buildings
Ottawa, Ontario

Majority Award of His Honour Judge J. C. Reynolds and James H. Stitt

Dear Sir:

The existing collective agreement between the parties was entered into on February 11, 1953, and was effective from January 1, 1953, to December 31, 1954. It provided, however, that: "Nothing in this agreement shall be construed to prevent a revision of wage rates set out in Schedule B in relation to wages to be paid during the year 1954." Pursuant to this provision the employees on October 30, 1953, forwarded to the Commission the following request:—

In accordance with Section 5 of our collective agreement dated February 11, 1953, this Union Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, does require that Schedule "B" of our agreement be revised in such a manner:

(a) To increase all hourly rated employees (loaders, fare collectors excepted), rates of pay of 20 cents per hour and an equivalent raise for all salaried employees within the bargaining unit.

(b) To increase loaders, fare collectors rates of pay by 31 cents per hour, re-establishing the pay rates of loaders to the pay level of first class operators.

(c) To complete the intent of establishing the 44-hour week we would request that Section 15—overtime—be revised to read as follows:

(1) In the case of car and bus operators for platform time worked in excess of eight hours per day or 44 hours per week.

(2) All other employees for time worked in excess of eight hours per day or 44 hours per week.

To speed negotiations I would appeal to the Commission and the Management to meet the Union's negotiation committee at their earliest opportunity so as to eliminate lengthy negotiations and the necessity of the Commission making retroactive payments.

The negotiating committee of this Union stand ready to meet the representatives of the Commission.

Several meetings between the representatives of the employees and the officials of the Commission ensued and, no agreement having been effected, conciliation proceedings were in due course instituted, resulting in the appointment of this Board.

On May 13, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Ottawa Transportation Commission.

The Board was under the Chairmanship of His Honour Judge J. C. Reynolds, Kingston, Ont., who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the Commission was V. C. McClenaghan, QC; the union nominee was James H. Stitt, both of Ottawa.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Stitt. The minority report was submitted by Mr. McClenaghan.

The texts of the majority and minority reports are reproduced below.

The employees' demand for an increase in rates retroactive to January 1, 1953, is as follows:—

1. 20 cents per hour for all hourly rated employees.

2. 31 cents per hour for loaders (fare collectors) in order to re-establish their pay to that of a first-class operator.

3. An equivalent increase to all salaried employees in the bargaining unit computed on the basis of that allowed to hourly rated employees working a 44-hour week, 52 weeks per year.

The reasons advanced by Counsel for the employees for a wage increase are:—

1. Wages paid to members of this Division are lower than those paid to persons performing identical duties in transportation systems in comparable municipalities.

2. Wages paid to members of this Division have not increased in proportion to increases enjoyed by other municipal employees and in particular policemen and firemen.

3. Wages paid to members of this Division have not increased in the same proportion as the increases enjoyed by the population of Ottawa generally.

4. Members of this Division, by reason of the refusal of the Commission to increase wages, have not shared as all other wage earners in the increased productivity and prosperity of the country as a whole.

5. Earnings of members of this Division do not provide enough to maintain an adequate standard of living.

Re 1. Wages paid to members of this Division are lower than those paid to persons performing identical duties in transportation systems in comparable municipalities.

J. Lorne MacDougall, Prof. of Economics at Queen's University, was called as a witness by Mr. Mirsky in order to establish that the earnings of the Commission were ample to allow a substantial increase in wages. Prof. MacDougall contended that the provision for depreciation by the Commission is greatly in excess of the average for the industry. He stated: "It can therefore be stated without qualification that the depreciation provided by the OTC is not only heavy, it is, proportionately to the size of the operation, one of the heaviest in all Canada." He further stated the methods adopted by the Commission in charging depreciation, and concluded that "the Commission is charging depreciation as if it stood upon the edge of disaster, and therefore upon the surface its income seems very poor, but in fact it is doing very well indeed".

Mr. Beament cross-examined Prof. MacDougall as to the bases for his conclusions, and obtained the admission that Prof. MacDougall had had no opportunity to examine the methods used by the Commission in determining the estimated life of the assets entering into the depreciation account. Mr. Beament, however, advised the Board that he did not intend to offer any evidence in reply to Prof. MacDougall for the reason that the Commission was not pleading inability to pay an increased wage. It was submitted by Mr. Beament that the Commission's policy was that their employees should receive a fair wage. In the light of Prof. MacDougall's testimony we concur in the observations made by Mr. McClenaghan in his minority report that the question of

methods of depreciation should be examined by the Commission at an early date.

During the hearing the Chairman made the following proposal as a basis of settlement, namely: (1) Increased wage rates of 5 cents per hour retroactive to January 1, 1954, and to be effective until December 31, 1955; (2) That there be no change in the present work-week of 44 hours.

Mr. Beament, acting for the Commission, advised the Board that, although it was the view of the Commission that the present wage rates are at a satisfactory and proper level, the Commission was prepared, for the sake of bringing this dispute to a finality, to accept the above mentioned proposal. The union, represented by Mr. Mirsky, advised the Board that the proposal was not satisfactory to the employees, and that the employees were prepared to settle the wage question on the following basis: "The Division will accept a 7¢ per hour increase retroactive to January 1, 1954 and expiring December 31, 1954. In the alternative the Division will accept a 5¢ per hour increase retroactive to January 1, 1954, and expiring December 31, 1954, and a 10¢ per hour increase commencing January 1, 1955, and expiring December 31, 1955, on a two year contract. In both of these alternatives the 44-hour work-week is to continue."

Since the Commission did not plead inability to pay a fair weekly wage the Board has examined the wage rates paid in similar transportation units throughout the Province of Ontario, and we believe that the most comparable units are those in the London, Ont., and Hamilton, Ont., street railway systems. We have also considered the fact that the employees in the London system work a 48-hour week whilst the employees in Hamilton work a 44-hour week, and we have considered the take home pay in both of these cases. The following table illustrates the hourly rates, the hours worked and the take home pay per week in these three systems for bus and tram operators, whose rates of pay appeared to be accepted by both parties as the basis for discussion of the wage issue.

	Rate per hour	Hours worked per week	Weekly take home pay
Ottawa	\$1.38	44	\$60.72
Hamilton	1.57	40	62.80
London	1.39	48	66.72

In view of the foregoing the Board recommends that a two-year contract covering the calendar years 1954 and 1955 be entered into between the Commission and the bargaining units at the following rates of

pay: For operators 5¢ per hour increase retroactive to January 1, 1954, and continuing throughout that year, and 2¢ additional through 1955; that is, 7¢ per hour increase over the present rate paid, to

commence January 1, 1955, and continue until December 31, 1955. In the result the operators' rate is raised from \$1.38 per hour to \$1.43 per hour for the year 1954 and to \$1.45 per hour for the year 1955. All other employees in the bargaining unit should receive a proportionate increase. We further recommend that there be no change in the present work-week of 44 hours.

The Board is pleased to observe the good relationship existing between the Commission and its employees, and strongly recommends that they both endeavour to accept these recommendations as a solution of the present dispute.

All of which is respectfully submitted.

Dated this 11th day of May 1954.

(Sgd.) J. C. REYNOLDS,
Chairman.

(Sgd.) JAMES H. STITT,
Member.

Minority Report of V. S. McClenaghan

The submission of the Commission to this Board of Conciliation made it quite clear that the Commission could pay and wished to pay a fair wage.

During the course of the proceedings, His Honour Judge Reynolds made a proposal which appeared satisfactory to the Commission. The proposal was not satisfactory to the union, which made a counter-proposal providing for the increase set forth in Mr. Mirsky's letter, referred to in the Majority Report.

The chief submission of the Commission is that it had dealt fairly with its employees and no increase was justified at the present time. I was especially impressed with the evidence shown "Passengers Carried and Revenue January-December 1952-3" and "January-March 1953-4". The decrease in passengers carried in 1953 as compared with 1952 was 5.17 per cent. The decrease in revenue in this period was 4.91 per cent, amounting to \$238,304.55. This sum is almost the equivalent of the extra wage bill over the two-year period 1954-55 involved in the Majority Report. Admittedly,

this fact in itself would not support the refusal of a fair increase if other evidence indicated strongly that such increase was justified. However, the first three months of this year reflect a similar trend of reduced revenue and number of passengers carried. Mr. Gill was fair in this regard as he drew attention to the mild weather conditions, but other serious factors remain which he emphasized; that is, the fact of the 5-day week which produces the equivalent of two Sundays a week, as far as the Ottawa Transportation Commission is concerned, and the shortened lunch hour of the Civil Service (45 minutes) which compels many who previously went home for lunch to remain down town.

The present weekly wage compares favourably with the average weekly wage in this area and taking a period 1943 to 1953 shows a percentage increase which compares favourably with such places as Hamilton, Windsor, and Oshawa.

The evidence submitted pointed to a settling down of our national economy and this is a factor worthy of consideration.

With reference to the evidence of Prof. MacDougall on the question of the amount set aside by the Commission for depreciation, I fail to see how any change in this connection can be made by the Commission at the present time for the purpose of providing for this increased wage claim. The amount charged is based upon the findings in detail of experts in this kind of work. It may be the matter should be reviewed in the near future, but it is very doubtful if any change of importance would be made in view of the replacement of equipment and the extension of transportation facilities presently required.

For the above set forth reasons I beg to report that in my opinion the wages paid by the Commission are fair and no change is justified at the present time.

All of this is respectfully submitted.

Dated at Ottawa this 10th day of May 1954.

(Sgd.) V. S. McCLENAGHAN,
Member.

U.S. Railroad Payrolls in 1953 Total \$5,326 Million

Railroad payrolls on United States lines in 1953 aggregated \$5,326 million, about the same as the two preceding years, it is reported in a review of railway operations in 1953 published by the Association of American Railroads.

The 1953 payroll was paid to an average of 1,206,000 employees, 20,000 fewer than in 1952 and 70,000 fewer than in 1951.

Annual earnings averaged \$4,415 per employee in 1953, 1.4 per cent greater than the 1952 average of \$4,352. The 1953 average was 62 per cent higher than the 1944 wartime peak of \$2,726 and nearly two and one-third times the pre-war average of \$1,913 in 1940.

Report of Board in Dispute between

Eldorado Mining and Refining Limited

and

International Union of Mine, Mill and Smelter Workers

The Minister of Labour
Confederation Building
Ottawa, Ontario

Pursuant to arrangements made in accordance with the provisions of Section 32(3) of the Industrial Relations and Disputes Investigation Act, Monday the 17th day of May and Uranium, Saskatchewan, were fixed as the date and place of the sittings of the Conciliation Board.

On arrival at the airport at Beaverlodge, the members of the board were met by the representatives of the Company and of the Union. It was then found that there was no suitable place for the sittings of the board in Uranium and by mutual agreement it was arranged to hold the sittings in the Staff House Lounge at Eldorado.

The company was represented by Mr. R. E. Barrett, Manager of the Beaverlodge operation of the company, Mr. R. J. Henry, the Vice-President of the company, and Messrs. W. M. Gilchrist, R. W. Mancantelli, R. E. Hamilton and K. O. Weldon. The Union was represented by Mr. William Longridge, Executive Secretary, Canadian Mine, Mill & Smelter Workers, Michael Ellis, International representative of the Union and Chairman of the Negotiating Committee, and Mr. Martin Walsh, International representative of the Union, and Messrs. Gordon H. Buckley, Arthur Draper, Robert Lofgren, Mike Olynick, Robert Dompe, also Miss Jean McAskill. A number of other employees sat in from time to time on the proceedings.

The representatives of the Union filed a formal submission which was filed as Exhibit U1. They also filed a folder of exhibits which was filed as Exhibit U2. Mr. Longridge then proceeded to read, explain and discuss the submission so presented and filed. In the course of doing this, he was questioned from time to time by members of the board and by representatives of the company.

Following presentation of the Union's case, a formal brief was filed by the representatives of the company as Exhibit C1, and Mr. Barrett proceeded to read, explain and discuss the submissions so presented and filed. In support of this brief, Mr. Barrett filed a work sheet which had been used as the basis of the payroll statistics

On May 25, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Beaverlodge District Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers, and the Eldorado Mining and Refining Limited (Beaverlodge Operation), Uranium, Sask.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina, Sask., who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was P. N. Pitcher, Yellowknife, NWT; the union nominee was Leo Nimsick, MLA, Kimberley, B.C.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Nimsick. The minority report, which differed on only one recommendation, was submitted by Mr. Pitcher.

The texts of the majority and minority reports are reproduced below.

discussed by him. This was filed as Exhibit C2. Full opportunity was given to each side to make any representation and to submit any arguments they might wish to advance. Fortunately it was not necessary to subpoena any witnesses.

During the course of these discussions, it was found that the parties were in agreement on a number of points, and there was a fair possibility of reaching an agreement on certain other points. At the close of the hearings in the afternoon of May 18, it was decided to adjourn until 2.00 p.m. on Wednesday, the 19th instant, to enable the members of the board to consider more fully the representations made to it, and to enable the representatives of the union and the company to do likewise, and prepare such further submissions as they might care to submit.

At the adjourned meeting on May 19, it was found that considerable progress had been made by the parties. The company's

representatives had listed the matters which had been considered into three groups, namely:—

GROUP I

Issues Agreed Already

- Article 2—Jurisdiction
- Article 4—Recognition
- Article 5—No discrimination
- Article 7—Term of Agreement
- Article 15—Hours of Work and Overtime
- Article 17—Safety Committee
- Article 18—Leave of Absence for Union Representatives
- Article 19—Mailing Addresses

GROUP II

Issues in Wide Disagreement

- Article 3—Security
- Article 13—Statutory Holidays
- Article 14—Bulletin Boards and Union Meetings
- Article 20—Shift Differentials
- Article 21—Wages
- Article 22—Mines' Contract Committee
- Article 24—Union Security
- Article 25—Maintenance of Existing Benefits
- Article 26—Retroactivity

GROUP III

Issues we might resolve here

- Article 1—Preamble
- Article 6—Management Rights
- Article 8—Grievances
- Article 9—Arbitration
- Article 10—No cessation of work
- Article 12—Vacations with pay
- Article 16—Strike Action
- Article 23—Reporting Time
- Article 11—Promotions, Transfers, Lay-offs and Rehiring.

NOTE: The articles referred to above are the articles contained in the draft agreement which is Exhibit "C" in the folder of exhibits filed by the union as Exhibit U2.

The company's representatives had prepared a draft of the clauses mentioned in their Group I, which had in effect been agreed upon, and also a draft of the clauses mentioned in Group III, which they were prepared to accept. It was arranged that the members of the board and the representatives of the company should retire to enable the representatives of the Union to consider these drafts.

Upon the return of the members of the board and the representatives of the company to the meeting, it was found that the Union was prepared to accept the wording of all of the clauses contained in the company's draft of the clauses included in Group I, but pointed out that the address

to which notices should be given to the Union under Article 19 should be amended to read:—

Beaverlodge District Mine, Mill & Smelter Workers, Local 913, of the International Union of Mine, Mill & Smelter Workers, Box 35, Uranium, Saskatchewan.

This was agreed to.

The Union representatives then stated they would accept all of the clauses included in the Company's draft of the articles listed in Group III, with certain amendments. The suggested amendments were then considered and agreed to by the Company's representatives. The following are the amendments agreed to, namely:—

Article 6—Management Rights

It was agreed to delete the words "and to be the judge of the qualifications of employees" wherever the same occur in this article. Otherwise the article was to stand as drafted by the company.

Article 8—Adjustment of complaints and grievance procedure

It was agreed:—

(a) That clause 5 be deleted.

(b) That clause 8 be deleted and the following substituted therefor:

"Time lost by Union Stewards in investigating disputes will be paid for by the company, but the time to be paid for under this section shall be limited to twenty-five hours per month".

Otherwise the article was to stand as drafted by the company.

Article 11—Promotions, Lay-offs, Transfers and Special Hiring

It was agreed that this article should be entirely deleted and that Article 12—"Promotions, Transfers, Lay-offs and Re-hiring", as set out in the Collective Bargaining Agreement between Giant Yellowknife Gold Mines Ltd. and Yellowknife District Miners Union, Local 802, International Union of Mine, Mill & Smelter Workers, of 31st March, A.D. 1953, should apply with the following modification: that Clause "H" thereof should be deleted.

The matters listed in Group II in Exhibit C3 were then considered, but it was found impossible to reach any agreement on the matters included therein. After some further consideration it was decided that the Board should adjourn and proceed to Edmonton to there consider what should be recommended in regard to these matters, and to prepare their report.

On arrival at Edmonton, the Board continued their deliberations, and while they were able to reach an agreement on some of the said matters, they were not able to reach an agreement in regard to all of them.

Article 3—Security

This article has to do with the maintenance of adequate security measures on the properties of the company. The board has now been able to consider the relevant provisions of the Atomic Energy Control Act, 1946, the regulations made under the said Act, and the order designating the premises of the company as "a protected place" under the said Act and regulations. It is quite clear from the terms of the said designating order that the company has in fact been made responsible for the maintenance of adequate security measures for the work carried out by it. Under these circumstances, this article should be inserted in the agreement in order to make this fact clear and avoid misunderstanding.

Article 13—Statutory Holidays

It is desirable that the provisions under this article should conform more closely with the statutory provisions affecting statutory holidays enforced in the province of Saskatchewan. This article, therefore, should be amended as follows:—

(a) By including "Victoria Day" and "Remembrance Day" as holidays.

(b) By deleting the word "twice" in the fourth line of clause (b) thereof, and substituting the words "two and a half times" therefor, and

(c) By adding as clause (c) the following:

"If any of the statutory holidays above mentioned falls within the period of any employee's annual holiday, the employee's annual holiday shall be increased by one day, and his holiday pay shall be increased by one day's pay."

Article 14—Bulletin Boards and Union Meetings

Representatives of the Union urged that this article should be amended to give the Union the right to hold regular meetings on the company's premises. Owing to the fact that the company has been made responsible for the maintenance of adequate security measures on their premises, the board is unable to recommend any such amendment. The article as it now stands goes as far as it is expedient under the circumstances to require the company to go and should not be altered.

Article 20—Shift Differentials

The company opposed the allowance of any shift differentials at all. The representatives of the Union asked for the allowance of the following shift differentials:—

5 cents per hour for the afternoon shift

8 cents per hour for the night shift

10 cents per hour for the graveyard shift.

It is recognized that the allowance of shift differentials necessarily has the effect of increasing wages, and strictly speaking should be considered along with wage schedules, however, the board is of the opinion that the company should make a concession in this matter, and therefore recommends an allowance of shift differentials, as follows:—

3 cents per hour for the afternoon shift

5 cents per hour for the night shift

7 cents per hour for the graveyard shift.

This article should therefore be amended accordingly.

Article 21—Wages

The question of wage schedules has presented the greatest difficulty. Representatives of the Union were anxious to have the board place the company in very much the same class as the Consolidated Mining & Smelting Co. of Canada Ltd., and International Nickel Company of Canada Ltd. The board recognizes, however, that those are two of the outstanding mining companies of the world. The International Nickel Company almost approaches a monopoly in nickel, and the Consolidated Mining & Smelting Company is the fortunate owner of one of the greatest mines of its class on the continent. Both companies have been long established. On the other hand, the Eldorado Mining & Refining Ltd. is pioneering in a new field, and is far from established as yet—in fact mill production only commenced in June of 1953. The future alone will tell whether the company will be capable of taking its place with the other leaders in the mining field above mentioned. It must also be conceded that great efforts are being made and tremendous expense incurred by the company to create a really first-class mining camp, and to take care of the comfort and welfare of its employees. It is to be hoped that the management and labour will each endeavour to play its own part in stabilizing the operations of the company and solidifying the relations of the company and its employees on a satisfactory and amicable basis.

The company has evidently recognized that owing to the remoteness of the location of its properties, it is necessary that

it should make concessions to attract employees; it has gone a long way in that regard. In the first place, it supplies board and lodging to its employees at the rate of \$2 a day, which is certainly much less than it costs the company. There may be some question as to how much less, but the members of the board are quite satisfied that the cost to the company is much greater than \$2 per day. The company also pays a bonus of \$100 to each hourly rated employee completing 300 shifts, and \$300 to all Cookhouse employees who complete twelve months service. It also automatically increases the wage rate of hourly rated employees commencing their second term of employment by 5 cents per hour.

The company has also made a substantial expenditure for the purpose of supplying first-class recreational facilities. It has constructed a very fine recreational hall, and is establishing what might be termed an almost model mining camp site and living quarters for employees living at the camp. There are still some of the original buildings used as living quarters or bunk-houses on the premises, but these are rapidly being replaced by new and much more modern and comfortable buildings, and the old ones will shortly be scrapped. The board is of the opinion that the union is also endeavouring to promote the best possible relationship between the company and its employees—that of course is essential for the establishment and maintenance of cordial relations. At this point, the members of the board wish to express their appreciation of the fair and reasonable manner in which the cases for both parties were presented to them. There was evidence of mutual respect and a desire to reach an agreement if possible.

The members of the board have endeavoured to consider this question of wages in the light of the foregoing remarks, and they believe that substantial justice will be done if the wage scale presently in force be amended:—

(a) By allowing all surface labour, mine labour and mill labour \$1.34 per hour, and

(b) Increasing the wages rates for all the other hourly rate employees by 4 per cent.

The wage rates to be allowed to the cafeteria and kitchen help have presented some difficulty. In the opinion of the board, it would be more satisfactory to continue the payment of these employees on a monthly basis. As above mentioned, the company has in the past followed the policy of paying employees of this class a bonus of \$300 upon completion of 12

months service. It was represented to the board that there is some turnover in this class of employee, and it is inclined to agree with the representatives of the union that it would be fairer to reduce the amount of the bonus to \$100 and make a proportionate increase in the monthly rate of these employees. We also think that some further increase should be made in the wage scale applicable to this class. We therefore recommend that the wages paid to each of the employees in this class be increased by \$30 per month, and that the bonus payable on the completion of 12 months service be reduced from \$300 to \$100.

Article 22—Underground Contract Committee

The company has been following the practice of paying underground workers on a contract basis, and the Union is desirous that such practice should be continued, and asks that a contract committee be set up to negotiate the terms of all contracts for work done on a contract basis. The company strenuously opposes that, and contends that what it pays is really an incentive bonus and does not come within the framework of Collective Bargaining. It appears that the system in vogue has been working with reasonable satisfaction. The mine, however, has been in operation for a comparatively short time. In our opinion it is as yet too early to give consideration to the establishment of a contract committee.

Article 24—Union Security

The representatives of the union ask that the Rand formula be adopted. The company, however, would not agree to that and opposed the adoption of any similar provision. It has been impossible to reconcile these divergent views. As a compromise the undersigned members of the board recommended the adoption of *Article 22—“Voluntary Revocable Check-off”* as contained in the aforesaid agreement between Giant Yellowknife Gold Mines Ltd. and Yellowknife District Miners Union, Local 802. International Union of Mine, Mill and Smelter Workers, dated the 31st day of March A.D. 1953.

Article 25—Maintenance of Existing Benefits

As above mentioned the company supplies board and lodging to employees in residence on its premises at less than cost, and gives various bonuses, subsidies and other benefits to some or all of its employees. It is apparently the intention of the company to continue these benefits, but for greater certainty, the board recommends that an article be inserted in the

agreement to provide that all existing benefits are to be maintained during the life of the agreement.

Article 26—Retroactivity

The representatives of the union ask that in the event of an agreement being signed, it be made retroactive to November 4, 1953 which is the date when the application for conciliation was first made. When agreements are in existence, it is probably usual in negotiating renewals thereof to insert a provision that the new agreement should be retroactive, and should take effect as of and from the expiration of the old agreement. In this case, however, there is no agreement in existence, and the same considerations possibly do not apply. Furthermore, the responsibility for any delay there may have been in this case, does not rest wholly with either party; as a compromise the board recommends that if the parties adopt the recommendations contained in this report and sign an agreement in accord therewith, it should be made effective as of and from the first day of March A.D. 1954.

Attached hereto is an appendix containing a copy of those portions of Article 12 of the Giant Yellowknife Gold Mines Ltd., Agreement, which we recommend the adoption of, and a copy of Article 22 of the said Giant Yellowknife Gold Mines Ltd. Agreement, which we recommend should be adopted and incorporated in the new agreement.

All of which is respectfully submitted this twenty-first day of May A.D. 1954.

(Sgd.) HAROLD F. THOMSON,
Chairman.

(Sgd.) LEO T. NIMSICK,
Member.

MINORITY REPORT

I agree with all of the above clauses in the report of the Board of Conciliation with the exception of the clause dealing with Union Security. I am not in agreement with the inclusion of any type of Union Security in the Agreement to be entered into. There are two reasons for my disagreement:—

1. This will be the first agreement between the Union and the company. The local union is new and untried and I do not feel a union should normally be given this right until it has had time to prove itself. I feel it is significant that only one of the employees representing the union and appearing before the board was a member of the original negotiating committee.

2. It was obvious to me that the company was genuinely concerned with the Communistic affiliations of some of the top officers of the International Union of Mine, Mill & Smelter Workers. The company is engaged in the production of a highly strategic material, and though forced by law to recognize this union as a certified bargaining agency for their employees, I quite understand their reluctance to grant any type of Union Security.

For the above reasons I cannot concur in the recommendation for the inclusion of the Voluntary Revocable Check-off, in the Agreement to be entered into.

All of which is respectfully submitted this twenty-first day of May A.D. 1954.

(Sgd.) P. N. PITCHER,
Member.

APPENDIX

The following are copies of:—

(a) Article 12 of the Giant Yellowknife Gold Mines Ltd., Agreement, excluding clause (h) thereof.

(b) A copy of Article 22 of the Giant Yellowknife Gold Mines Agreement.

Article 12

Promotions, Transfers, Lay-offs and Re-hiring

(a) The Company recognizes the principal of seniority in promotion, transfers, lay-offs and re-hiring and in these matters the following factors shall govern:—

1. The length of continuous service with the Company.

2. Ability, knowledge, dependability, training, skill and efficiency of the employee to do the job.

When in the *bona fide* judgment of the Company, factor 2 is to all intents and purposes equal as between two or more employees, seniority shall govern.

(b) An employee shall lose all seniority if he

1. Voluntarily quits.

2. Is justifiably discharged.

(c) An employee is considered a probationary employee for the first three months of his employment and shall have no seniority rights under this agreement and may be discharged by the Company at its discretion during that period. Notwithstanding the above, if the Company does discharge an employee during this probationary period the employee may, if he desires, be represented by the Union in presenting his case to the Company. If the Company confirms the discharge

of the probationary employee it shall not be a matter for grievance under this Agreement.

(d) If the Company sees fit to continue the employment of a probationary employee after the end of three months continuous service his name shall be placed on the seniority list as of the beginning of such three months continuous service.

(e) The Company expressly reserves the right to employ technically trained men and students in reasonable numbers from time to time and to transfer and promote them as the Company may see fit without regard to this agreement providing that no employee shall be laid off or discharged to make place for a student.

(f) A person originally hired by the Company to exercise a special trade or skill, or to participate in a particular assignment of work, may be discharged when his employment at such special trade, skill or particular assignment of work comes to an end, notwithstanding anything in this agreement to the contrary.

(g) This agreement shall not deprive the Company of the right to select its employees or to discipline or discharge them for proper cause.

Article 22

Voluntary Revocable Check-off

(a) The Company shall, during the term of the Agreement honour a written request by an employee for the deduction and remittance of dues, fees and assessments (excluding fines) payable to the Union if the order is substantially in the form set out in Schedule "B" hereto and is signed by the employee. Such written request may be revoked at any time by notice in writing to the Company.

(b) The Company shall remit to the Union monthly the sums so deducted together with a written statement showing the names of the employees from whom the deductions were made and the amount of each deduction.

(c) The Company shall not be obliged to deduct and remit the said sums unless it has on hand wages which would otherwise be paid to the employee.

(d) If an employee revokes his request in writing the Company shall notify the Union of the revocation at the same time that it forwards its next monthly deductions.

(e) When an employee who has a written request in good standing, leaves the employ of the Company, the Company shall forward the written request to the Union and the Union shall send the Company a receipt for same.

Report of Board in Dispute between

Oshawa Railway Company (Canadian National Railways) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Mr. Douglas F. Hamilton of Toronto and Mr. R. V. Hicks, QC, of Toronto, has met the parties at the City of Oshawa on the 17th day of March and again on the 29th day of March 1954. The parties were respectively represented as follows:—

For the company—

Mr. F. A. Gaffney, General Manager,
Department of Road Transport,
Mr. F. E. Jones, Asst. Director Labour
Relations, Canadian National Railways,
Mr. D. W. Gilmour, Solicitor, Canadian
National Railways,

Mr. H. J. Mansfield, Asst. Supervisor,
Mr. H. J. McIntyre, Supt. Oshawa Bus
Services,
Mr. L. T. Henderson, Supt. Dept. of
Road Transport.

The above representation of the company was the complete representation as on the meeting of the 17th of March. At the second meeting on the 29th of March Mr. Gaffney was unable to be present.

For the union—

Mr. J. O. Robertson, International Vice-
President of the union,
Mr. C. J. D. Windover, President of
Division 1255,

In May, the Minister of Labour received the report and recommendations of the members of the Board of Conciliation and Investigation appointed to deal with a dispute between Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Oshawa Railway Company (Canadian National Railways).

The Board was under the Chairmanship of His Honour Judge W. S. Lane of Picton, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Robert V. Hicks, QC, and D. F. Hamilton, both of Toronto, nominees of the company and union respectively.

Under the provisions of the Industrial Relations and Disputes Investigation Act the majority recommendations of the Chairman of the Board, His Honour Judge Lane, together with those of Mr. Hamilton, constitute the report of the Board.

The text of the report is reproduced here.

Mr. M. J. Patterson, Business Agent Division 1255.

On the meeting of March 29, in addition Mr. W. E. Price, Vice-President of the Local, was present.

Mr. Robertson conducted the case on behalf of the union and Mr. Jones on behalf of the company.

The issues brought before us on this Conciliation were quite extensive and ranged from a general wage increase of 20 cents per hour through demands for change in statutory holidays, for change in the provisions dealing with sick pay, medical examination, Sunday work, night work, accident reports, grievances and suggestions, copies of agreement, duration of agreement, vacation provisions, working conditions as they affect uniforms, spread time, lunch period, to a basic request for a differential for lead hand mechanics in the shop.

The union, in presenting their case, sought to justify their position on their various requests by comparison with other transit properties in certain instances, by comparison with general wage levels and general working conditions in industry, by which comparisons they sought to show that conditions at Oshawa were not favourable and that their requests were justified. The company, against this, took two positions: first, that the union by comparison with

industry were not realistic and that the conditions in a transit employment were substantially different than were conditions in industry generally and that a comparison was not fair for many reasons; and secondly, a comparison against the transit industry was difficult because, while certain comparisons would show the situation unfairly in certain instances, there were other comparisons which would show the Oshawa situation much the best and without making a complete comparison of all factors invoked a comparison might very well be misleading in its effect. The company's other point, which was probably more importantly stressed, was that the Oshawa operation was not a paying one. They argued that the company in the fiscal year past lost \$125,000 on this small operation and that they had on at least two occasions offered almost to give the transit system to the City of Oshawa in so far as the franchise was concerned and to sell their equipment at a very reduced price. And lastly, the company urged that this small unit of some 90 men should not be allowed to dictate the bargaining between the CNR and their large membership which were at present in conciliation before the Hon. Mr. Justice Kellock. They argued that to allow this small unit to set a pattern would be in the nature of the "tail wagging the dog" and that, they felt, would be unfortunate.

The Board have considered all the elements of this conciliation thoroughly. In the first place, we recognize that it is very difficult for this company to conclude its negotiations for a new agreement with the very small number of employees so long as there is outstanding a much larger negotiation to which the company referred in their argument. As a practical matter, we of the Board recognize the company's difficulty in this matter but at the same time we recognize that each group of employees has the inherent right to negotiate their own separate contract irrespective of the larger group and that after all the local coach and railway operation in Oshawa is not to be compared in any way to the large railway operation above referred to. We feel that we cannot at this time, in spite of the various difficulties which we must recognize, wait to see how the larger negotiations are worked out.

We must recognize, secondly, that the operation in Oshawa has not been profitable. We must go further than that; we must recognize that there has been a substantial loss of money in the last fiscal year. We must recognize the truth of the company's argument that this operation is

one which they would very well like to get out of and we must give recognition to the company's statement that they have offered this property to Oshawa City Council on at least two occasions at a very attractive figure. In this connection, it would be well for us to remember, for the union to remember, and for the citizens of Oshawa to remember that the fact that this property has not made at least ends meet will have a very definite bearing on whether or not the Canadian National Railways will wish to continue operation in the face of difficulties which may result from these negotiations. We must also bear in mind all of us the fact, whether it is pleasant or unpleasant, that no company however large will be prepared to carry a small, losing subsidiary unless in some way they are able to compensate for their loss by the contribution of that subsidiary to the general weal of the main operation of the company. At the same time, it is well for us to recognize and to assess the situation from the standpoint of the men as to whether or not they are being fairly dealt with in wages, in working conditions as compared to their brothers in industry and in the transit industry in particular in the Province of Ontario. As we see it, it is the duty of this Board to attempt to correlate both positions at this time.

Bearing these various factors in mind, we feel that we must make the following recommendations:—

On the question of pay for statutory holidays, it would seem that the present practice of this property is to recognize seven statutory holidays and to pay time and one-half for all time worked on those statutory holidays. It has not been the practice to pay for these statutory holidays at all if they are not worked. This procedure has been in line with railway practice generally. This Board, after considering the matter carefully, feel that we must recommend, first, that the company recognize eight statutory holidays. In addition, we feel that they should pay for the eight statutory holidays if they are not worked. We recognize that this is a departure from railway practice and may come as a substantial strain on the company's general operation, but we feel we recognize that certain transit properties do this in the Province of Ontario, particularly in Peterborough, which pays for all such holidays at straight time and time and one-half if worked. The same applies to Brantford except that Brantford pays double time if the men are required to work. London doesn't pay unless they are

worked. Hamilton only pays apparently for four of them on the basis of full pay if not worked and time and one-half if worked. We feel that, generally speaking, the company should put in effect the recommendation which we have made in this connection.

On the question of sick pay, we would recommend that this matter be referred back to the parties for further negotiation and in this connection it might be well if the parties consider setting up a committee composed of three members from the company and three members from the union to work out a satisfactory sick benefit and hospitalization plan by which the cost would be shared between the parties with a limitation on the company's expenditure of 3 cents per hour. We do not feel that we can recommend any plan which might be called an accumulative sick benefit plan. We feel that to make a recommendation of this type in the face of the financial situation of this company would be asking for a termination of the operation in Oshawa and that we would be doing less than service to both parties if such were the result.

With regard to the question of medical examination, we feel that the company's present practice in connection with medical examinations is reasonable and we see no reason why the men who secure a very definite benefit from these examinations themselves should ask the company to pay for their time in taking them. We would, therefore, recommend that the present practice continue without change.

The next issue is that of Sunday work. The request here is for time and one-half for all employees required to work on Sunday. We recognize that there is usually a differential for Sunday work in industry. We recognize the reason for that differential and according to our understanding the reason is not that the man in question secures a premium payment but that there is a penalty put on so that the employer will not schedule work and force him to work on that day. In the transit industry, no matter what penalty might be put on work, the necessity for work still remains; it cannot be avoided. By making a differential, we would be allowing or suggesting that the company pay a premium for something that they cannot avoid. We do not think this could be justified. But, aside from all this, there is another very cogent argument against this and that is it is usually junior employees who would be scheduled to work on this type of day and, therefore,

we see no real justification for making an additional payment here. We would recommend, therefore, in this connection that there be no change in connection with the payment for Sunday work.

The next request is for a shift premium on night work. Again we would recommend here that there be no change and that there be no shift premium in this connection. It is not the practice on transit work to pay a shift premium either for Sunday work or for night work. The differential is obtained by scheduling the junior employees for the work and we do not see why the company should be penalized for something that they cannot avoid.

The next issue is the request for an hour's pay for making out accident reports. It does seem to us that this is not a request which could be granted. It appears to us that company reports should be made out on company time and that if the making of a report spreads over into overtime, then the man who has to do the report should receive overtime rates for it but only if in fact it becomes overtime. We would, therefore, recommend that any accident reports required should be made out on company time and not on the time of the individual.

The next request is in connection with grievances and suggestions. The first part of this is that one day per month be granted to the chairman of the organization for these purposes. We see no merit in this request at this time nor do we feel that there is any problem in connection with the present leave of absence provision and we, therefore, recommend that there be no change in this connection.

The next request is in connection with the printing of the agreement. The union has asked that the company prepare and supply to the union copies of the agreement. It seems to us that this request is not particularly important but that the parties might very well have the agreement printed and pay for it on the basis of a fifty-fifty split.

On the question of the duration of the agreement, we would recommend that the agreement be for one year from the date of signing.

On the question of vacations with pay, we would be prepared to recommend the employees be granted two weeks after three years' service and three weeks after fifteen years' service.

The question of grievance procedure has been raised here and has given us some considerable food for thought. It has not seemed to us that the present system of

dealing with grievances is quite satisfactory in that a considerable amount of time is wasted in carrying the original grievance to the proper point for decision. We recognize that there is considerable difficulty on occasion in getting the grievance before the proper official of the Canadian National Railways for decision. At the same time, we feel there should be a time limit which is reasonable and which in spite of its difficulty could be worked and not leave a festering sore in the minds of the employees concerned. We feel, therefore, that there should be a certain time given for local management to contact their superiors and have direction as to what they should do; but we do feel that the decision should be given by local management itself in so far as the grievance is concerned. We would, therefore, be prepared to suggest that a term be written into the contract requiring the local management to give all decisions to the local committee and that they be allowed two weeks to arrive at a decision after the filing of any grievance. In addition, we feel that the present arbitration machinery, which is in effect the railway arbitration machinery, is not satisfactory and there should be written into this contract a proper provision allowing for final arbitration of any dispute not satisfactorily dealt with by the local management, and that in this regard this grievance machinery be changed from the practice operating generally on the railroad.

The next issue is that of spread time. There doesn't appear here to be any serious problem, and in view of this we would recommend that there be no change in the contract in this regard.

On the question of uniforms, coats, ties and coveralls, we are not satisfied that the necessity for change has been substantially shown to us. We, therefore, are not prepared to recommend a change at this time.

The next issue is that of change allowance and checking thereof. We recognize here that the company has the right to check at any time. No doubt this is a necessity. We, however, are prepared to suggest to them that the checks be made at such time as would be reasonable and the least embarrassing to the employees. In addition, we would also recommend that if the check finds only a reasonable shortage which is a result of a mistake that of necessity should not mean dismissal, but that there should be written into the contract a clause which would allow it as a discretionary matter which would be subject to grievance procedure as to the reasonable application thereof.

The next request with which we propose to deal is that of pay for lead hand mechanic in the shop. There was some considerable argument on this. The company apparently is satisfied to pay a 6-cent differential and the union asks for a 10-cent differential. In view of the fact that the job when established should be one of considerable importance, we feel that the union's request is reasonable and the company should establish such a differential. Unless such a differential is paid, it appears to us to be a matter of considerable doubt as to whether or not it would be possible to get a proper person to accept the responsibility.

The last item to be dealt with is that of general wage increase. The union's request is for 20 cents per hour across the board. The company takes the position that there is no basis for any increase. After considering comparisons, the Board have come to the conclusion that the wage rates in Oshawa in so far as comparable transit units such as Brantford, London, Peterborough and Hamilton, do not show that this wage rate is at all out of line. On this basis, then, it appears to us that the rates are not lower than is reasonable, although we must recognize that they are not as high as industry. In addition, we must recognize that this company is financially in difficulty in so far as its Oshawa operation is concerned. The railway cannot and will not operate indefinitely at a loss. Any wage increase which we might give at this time very definitely will make the probably continued operation at Oshawa doubtful. It would appear to us, then, that if we should force an increase we would be jeopardizing the job security of the men and thereby doing them a great disservice. We have by our recommendations suggested a substantial labour cost increase in this report. We do not feel at this time that there is any other labour cost increase

possible. We, therefore, recommend that there be no general increase of wages on this property.

The above recommendations are made upon the majority recommendations of the Chairman and Mr. Hamilton. Mr. Hicks dissents from many of the recommendations upon the following grounds:—

He feels that the company have demonstrated their financial inability to assume a greater labour cost. He feels that the current wage structure taken as a whole is not significantly out of line and is in reality reasonably comparable with other properties. In addition, Mr. Hicks takes the position that in view of the fact that the settlement arrived at between the non-operating union and the parent company, which has served in the past as a pattern for settlement, will no doubt be utilized by this union as the basis for settlement of this dispute in spite of our recommendation, and that in view of this from a practical standpoint it is useless for us to make a recommendation until the Kellock report is brought down. For these reasons, Mr. Hicks feels that any report such as the majority report is futile and not reasonable under the circumstances.

The net result, therefore, is that in all of the major recommendations which are made as stated above by the recommendation of the Chairman and Mr. Hamilton, excepting the recommendation as to no wage increase, Mr. Hicks dissents. In that recommendation dealing with the general wage situation, Mr. Hicks concurs.

Dated at Picton, Ontario, this 29th day of April, A.D. 1954.

(Sgd.) WILFRID S. LANE,
Chairman.

(Sgd.) D. F. HAMILTON,
Member.

(Sgd.) R. V. HICKS,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard April 13, 1954.

The three disputes concerned: two claims for a minimum day in passenger service plus a minimum day in freight service for service of both types performed

on one day; a crew's claim for compensation for a period spent at an intermediate point without returning to terminal during that time; and two conductors' claims for payment for time spent travelling to another division to relieve men on leave.

The Board partially sustained the contention of the employees in the first and third cases. In the second, it referred the dispute back to the parties involved.

The three disputes and decisions are summarized below.

Case No. 643—*Dispute between Ontario Northland Railway and Brotherhood of Railroad Trainmen concerning two trainmen's claims for payment of a minimum day in passenger service plus a minimum day in freight service for work in both types of service on the same day.*

On July 31, 1953, a baggageman and a brakeman regularly assigned to passenger service from Englehart to Noranda and return were unable to proceed beyond Swastika because of a damaged bridge and were instead employed in the movement of a repair gang from Swastika to the bridge. On their return from that task they were ordered back to Englehart with passenger equipment.

The employees held that passenger and freight service are two distinct and separate classes of service and men holding seniority in one class do not hold seniority in the other. As the regular passenger crew were used in freight service, they are entitled to 100 miles at through freight rates in addition to their regular 150 miles at passenger rates, they contended.

The railway referred to Rule 17, which reads:—

Road Conductors and Trainmen performing more than one class of road service, in a day or trip, will be paid for the entire service at the highest rate applicable to any class of service performed. The overtime basis for the rate paid will apply for the entire trip.

The railway argued that the crew in this case was used in two classes of service on its own assigned territory and as such was entitled to the highest rate applicable to any class of service performed.

In its decision, the Board referred to Rule 13, which reads:—

Passenger train crews when handling a freight car, or cars (not express) en route, will be paid through freight rates for the actual mileage with such car or cars.

The Board ruled that the employees' contention be sustained to the extent that payment should be made under Rule 13 for the actual mileage with a freight car or cars in addition to the payments required under Rule 17.

Case No. 644—*Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Railroad Trainmen with respect to compensation applicable to an unassigned freight crew handling an*

auxiliary which was tied up at an intermediate point at the instance of the company.

On February 18, 1949, a conductor and crew were called at Calgary to handle an auxiliary train due to a derailment. This train left Calgary on February 18 and returned February 27, having tied up each night at Banff for rest. The conductor and crew claimed continuous time while at the scene of the accident but this claim was reduced by 618 miles, which constituted the time tied up at Banff each night.

An article of the agreement reads:—

Trainmen on wrecking trains will be allowed actual mileage and overtime at through freight rates to and from working limits and work train rates while at work with a minimum of one day's pay at work train rates for the combined service for every day held in such service.

The employees referred to another clause of the same article, which reads, in part:—

When an unassigned crew is used in work train service for two calendar days or less, the crew will be paid through freight rates and under through freight rate conditions, excepting that actual mileage, detention and overtime will be paid when going to and from work, and further excepting that, when the nature of the work is such that it is necessary for the crew to be run in and out of the original terminal from which it was started, it may do so without involving payment of run-arounds or the crew being automatically released.

Not less than one day's pay will be allowed the crew performing this combined service.

If such crew is tied up at a terminal, it will take its turn out in unassigned service.

If an individual crew is used longer than two days in such service, it will be paid under work train conditions after the second calendar day...

The employees argued that the clause was not applicable in this case and pointed out that in 1926 a definite understanding on this point had been reached between the General Chairman of the Order of Railroad Conductors and the Brotherhood of Railroad Trainmen and the General Manager of the Company. This agreement stated that "the time at the turn-around points, when trains are turned at intermediate points on a subdivision in unassigned service is an arbitrary and is paid for irrespective of any other condition". The employees contended that the crew in question was in unassigned pool freight service, was turned at an intermediate point and never ran into a terminal during the period mentioned.

The company argued that the article quoted makes no reference to the payment of continuous time while crews are held in wrecking train service and stated that the reference to a minimum of one

day's pay for every day held in such service indicates that payment for continuous time was not contemplated. In addition, the company noted that the conductor and crew had been paid actual mileage and overtime at through freight rates to and from the working limits and were paid work train rates while engaged within the working limits.

After hearing additional written and oral evidence, the Board referred the dispute back to the parties with the suggestion that they should get together and settle the problem on the basis of equity. The Board remarked that the rule under which the claim was made is open to conflicting interpretations.

Case No. 645—*Dispute between Canadian Pacific Railway (Eastern Division) and Brotherhood of Railroad Trainmen (ex parte) concerning a claim by two conductors for deadhead mileage between Smiths Falls and Toronto while relieving employees on bona fide leave granted by the company.*

Agreements are in effect governing the manning of passenger trains on the Montreal-Toronto and Toronto-Ottawa runs. Of the six conductors required, two are from the Toronto district, two from the Havelock district and two from the Winchester district.

A rule states that promotions to runs extending over more than one division will be divided and assigned between such divisions as nearly as possible on a mileage basis. The railway has issued instructions that men are not to be called from the Havelock district, of which the headquarters is Smiths Falls, to relieve conductors at Toronto, Ottawa or Montreal unless the men being relieved are coming off their regular runs because they have been required to lay off because they have accumulated their mileage for the month.

The company's instructions also state that no deadheading expense is to be incurred for men travelling to the terminals

to relieve. "Men may, of course, deadhead to these points at their own expense," the instructions point out.

Two conductors who had travelled from Smiths Falls to Toronto to relieve men assigned to the Toronto-Montreal run submitted claims for deadhead mileage. Both claims were denied.

The employees argued that the rule mentioned above "definitely provides for division and assignment of the work on the runs in question between employees on the respective divisions". They also quoted another rule that reads:—

Mileage will not be allowed for any extra deadheading incurred by men exercising their seniority rights...but this will not avoid payment of mileage to other men sent by the company to relieve men on leave of absence.

The employees contended that the claims should be paid and that the railway's instructions should be cancelled and the schedule rules applied.

The company pointed out that in two agreements it was agreed that no additional expense would be caused to the company on account of conductors travelling deadhead to take relief work or returning therefrom. In addition, the company noted that if leave is granted an employee and sufficient notice is given another man to exercise his seniority rights to the relief job, and he does so, then no deadheading mileage should be paid to him.

Following the submission of additional oral and written evidence, the Board recommended that the parties concerned confer together with the object of arriving at an understanding to provide for the relief work on those interdivisional runs which would be more satisfactory to both the company and the employees.

The Board ruled that one conductor was entitled to his claim in that his service was not covered by the agreement which prohibited additional expense to the company on account of conductors deadheading to take relief work on the Toronto and Montreal and the Toronto and Ottawa runs.

Three weeks' holiday with pay after five years' continuous service will be granted to employees of Malaspina Hotel Limited, Nanaimo, B.C., in accordance with an agreement recently reached between the hotel and Local 619, Hotel and Restaurant Employees and Bartenders International Union (AFL-TLC), the British Columbia Labour Relations Board has announced.

Recent Changes in Wages, Hours and Other Employment Conditions

Most contracts re-negotiated between October 1953 and June 1954 provide pay increases but larger number than in earlier years renewed without wage boosts; survey found little indication of pay decreases

An examination of 203 collective agreements which came into effect during the period October 1, 1953, to June 1, 1954, indicates that, as during the past several years, a majority of re-negotiated contracts are providing increases in wage rates. It appears, however, that a larger proportion of agreements are being renewed without wage increases than in earlier years.

There is little indication of wage rate decreases actually being put into effect, although a number of managements have proposed wage decreases in recent bargaining.

There are also indications that the amounts of the wage increases being bargained have declined considerably compared with those bargained in 1951 and 1952. The increases have, however, remained close to those agreed upon during the earlier months of 1953.

In a substantial proportion of the agreements, changes are being made in other conditions of employment, including weekly working hours, statutory holidays, vacations with pay, and pension and welfare plans. For the most part, revisions in such items are not being substituted for wage bargaining. In the large majority of agreements in which one or more of these items have been modified, wage rates have also been increased.

Information for this analysis was obtained from those contracts in the 1,000-agreement sample maintained by the Economics and Research Branch that were re-negotiated to take effect between October 1, 1953, and June 1, 1954. Copies of 203 agreements

The material in this section is prepared in the Economics and Research Branch of the Department.

The two articles dealing with wage rate and other changes in recently bargained collective agreements and with paid vacations are based on a group of 1,000 collective bargaining agreements selected for analytical purposes from the Branch's file of collective agreements in force throughout Canada.

Major developments under the Quebec Collective Agreement Act and under the Industrial Standards Acts of other provinces are dealt with in a third article.

which became effective during the period were forwarded to the Economics and Research Branch in time for the analysis. Copies of others bargained during the period, particularly during the two months preceding this survey, had not been forwarded by June 1 and could not therefore be included in the analysis. The findings, however, do give an indication of current trends.

The 203 agreements, covering 111,000 workers, were compared with those in effect previously for changes in wage rates, hours of work, statutory holidays and paid vacations. Where pension or group welfare plans were introduced, they were also noted. Changes in the items examined occurred as follows:—

	Per Cent of Agreements	Per Cent of Workers Covered
Change in wage rates	77.8	68.0
Change in hours of work	21.2	20.5
Change in statutory holidays	22.2	21.5
Change in paid vacation	24.1	17.1
Pension plan introduced	2.5	5.8
Welfare plan introduced	7.9	8.1

In many of the agreements a combination of two or more of the items examined were changed, as indicated by the following breakdown:—

	Per Cent of Agreements	Per cent of Workers Covered
Wage change only	27.1	30.1
Wage change and change in one or more other items	50.7	37.9
Change in other items only.....	6.9	18.4
No change in any of the items.....	15.3	13.6

Wage Changes—From Table 1 it will be seen that approximately 78 per cent of the agreements included in the analysis provided an increase in wage rates. Although there were no wage decreases, in 17 per cent of the agreements wage scales were the same as in the previous contract. Because of failure to include wage schedules in agreements forwarded to the Department, or because of changes in job classifications, it was impossible to compare present and previous wage rates in 5 per cent of the contracts.

The proportion of agreements failing to provide a wage increase, 17 per cent, compares with approximately 9 per cent for a sample of agreements effective during the first nine months of 1953 (L.G., October 1953, p. 1410); 5 per cent for 1952 agreements examined (L.G., March 1953, p. 348); and 2.3 per cent of 1951 agreements (L.G., 1952, p. 268).

It will be noted from the table that the percentage of agreements which failed to provide a wage increase is much less than the percentage of workers covered by agreement. This arises largely from one agreement in the non-manufacturing industries, which alone covers more than half the workers in these industries who did not receive an increase.

Table 2, dealing with the amount of increase in ranges of five cents an hour, shows that in most of the 158 agreements providing a wage increase the average amount is in the range of 5-10 cents per hour.* Similarly, the largest fraction of

the workers covered received increases in this range. This was also true for the analysis of agreements effective in the January-October period of 1953. In both periods, increases of less than 10 cents an hour were in the majority, with a stronger tendency towards increases of a lesser amount in the more recent analysis. This is in contrast to the agreements analysed for wage changes in 1952 and 1951, in which the greatest number of increases were for amounts above 10 cents an hour.

Hours of Work—In a total of 43 agreements covering 22,800 workers, weekly hours of work were adjusted; in all cases the change resulted in a reduction of normal straight-time hours. For 16,000 workers covered by more than 20 of the agreements, a 40-hour work week was put into operation. For most of these workers the previous hours had been 42, 42½ or 44 per week. In only two agreements covering small groups of workers was the hours reduction not accompanied by an increase in wage rates. For another small group of workers covered by three agreements, the wage increase obtained failed to maintain take-home pay. In four contracts the wage increase maintains take-home pay, while for the remainder, wage increases were bargained that more than maintain take-home pay.

Statutory Holidays—The number of paid statutory holidays was altered in 45 of the re-negotiated agreements covering 23,800 workers. All provided an increase in the number from those previously observed, the usual increase being one or two days. Twenty-seven agreements which formerly granted 6 or 7 days now grant 8, and six agreements which previously recognized 8 paid statutory holidays now provide for 9 or 10. The remaining changes bring present observed days to less than eight.

Annual Vacations—Changes in annual vacation provisions were made in 49 agreements covering 19,000 workers.

Among the more significant changes, 12 agreements were adjusted to provide for a third week of vacation after 15 years of

*Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where increases of different amounts apply to different groups of employees, the increase to the largest number is the one used. A number of the agreements provide for deferred wage increases to take effect at various stipulated times during the life of the agreement. The total amount becoming effective between October 1, 1953, and October 1, 1954, is the amount shown in Table 2.

TABLE 1.—PROPORTION OF AGREEMENTS PROVIDING CHANGES IN WAGE RATES AMONG 203 COLLECTIVE BARGAINING AGREEMENTS BECOMING EFFECTIVE DURING PERIOD OCTOBER 1, 1953 TO JUNE 1, 1954

Provision	All Industries				Manufacturing Industries				Non-Manufacturing Industries			
	Number of Agreements	Per Cent	Workers Covered	Per Cent	Number of Agreements	Per Cent	Workers Covered	Per Cent	Number of Agreements	Per Cent	Workers Covered	Per Cent
Wage rates increased from previous agreement.....	158	77.8	75,243	68.0	91	73.4	36,859	71.6	67	84.8	38,564	64.9
Wage rates unchanged from previous agreement.....	34	16.8	31,179	28.1	24	19.4	10,863	21.1	10	12.7	20,316	34.2
Wage rates not comparable with previous agreement.....	11	5.4	4,301	3.9	9	7.2	3,739	7.3	2	2.5	562	0.9
Total agreements surveyed.....	203	100.0	110,903	100.0	124	100.0	51,461	100.0	79	100.0	59,442	100.0

TABLE 2.—AVERAGE WAGE INCREASE IN CENTS-PER-HOUR PROVIDED IN 158 AGREEMENTS FROM SURVEY OF 203 COLLECTIVE BARGAINING AGREEMENTS BECOMING EFFECTIVE DURING PERIOD OCTOBER 1, 1953 TO JUNE 1, 1954

Wage Rate Increase	All Industries				Manufacturing Industries				Non-Manufacturing Industries			
	Number of Agreements	Per Cent	Workers Covered	Per Cent	Number of Agreements	Per Cent	Workers Covered	Per Cent	Number of Agreements	Per Cent	Workers Covered	Per Cent
0—4.9 cents per hour.....	47	29.7	12,451	16.6	32	35.2	5,689	15.4	15	22.4	6,762	17.5
5—9.9 " ".....	61	38.6	30,221	40.1	32	35.2	9,870	26.8	29	43.3	20,351	52.9
10—14.9 " ".....	30	19.0	23,248	30.8	19	20.8	13,032	51.6	11	16.4	4,216	10.9
15—19.9 " ".....	9	5.7	2,128	2.8	6	6.6	1,573	4.3	3	4.5	555	1.4
20—24.9 " ".....	2	1.3	1,155	1.5	.....	.....	.....	.....	2	3.0	1,155	3.0
25 or more " ".....	9	5.7	6,230	8.2	2	2.2	685	1.9	7	10.4	5,535	14.3
Total agreements providing wage increase.....	158	100.0	75,423	100.0	91	100.0	36,859	100.0	67	100.0	38,564	100.0

service. Previously, the qualifying period was longer or no third week was allowed. Four agreements, all in municipal government, which formerly allowed a three-week vacation after 15 years' service, reduced the qualifying period to 10 years. Workers covered by five of the agreements will, for the first time, be entitled to a fourth week of vacation after periods of service ranging from 20 to 30 years. The qualifying period

for the second week of vacation was reduced from 5 years to 3 years by revisions in 11 agreements.

Pension and Welfare Plans—A pension plan was introduced in plants covered by five agreements, and group insurance plans covering such items as hospitalization, medical services and life insurance were included in 16 revised agreements. Details of these plans were generally not included in the collective bargaining agreements.

Vacation with Pay Provisions in Collective Bargaining Agreements

Almost 90 per cent of workers covered by 922 agreements are entitled to annual vacation of at least 2 weeks, usually after 3 or 5 years' service. Only about 4 per cent of agreements provide for fourth week

Considerable variety was found in the vacation provisions of more than 900 labour-management agreements examined recently by the Economics and Research Branch of the Department of Labour.*

Almost all the agreements had a vacation clause, which in most cases dealt in detail with the length of vacation and with the years of service required to qualify for vacations of various lengths. However, other questions such as the actual work requirements which constitute a year of service, the method of calculating vacation pay, the vacation rights of employees who leave the employ of the company, the problem of statutory holidays occurring within vacation periods, and the question of carrying over unused vacations into the next year, were dealt with less thoroughly, if at all.

Obviously such questions must be disposed of in one way or another; but it would appear that in many cases it has not been necessary to insert clauses in the agreement formally specifying the practice followed, either because the previously existing company policy is mutually satisfactory or because the matter is dealt with through a verbal understanding.

Length of Vacation

Almost 90 per cent of the workers covered by the 922 agreements analysed are entitled

*This analysis of vacation with pay plans is based on 922 collective bargaining agreements in the 1,000-agreement sample used for analytical purposes. Out-of-date contracts were excluded from the study.

to an annual vacation of at least two weeks. Most, however, are not entitled to receive two weeks until they have completed a number of years of service with the company, commonly three or five. Up to that time a majority of the workers are entitled to one week of vacation annually. Although the maximum vacation for most workers covered by the analysis is two weeks, 40 per cent of the contracts go beyond this to permit three weeks after varying years of service. Allowance for a fourth week is much less common, being provided in only about four per cent of the agreements.

Two general types of vacation plans are included in collective bargaining agreements. By far the most common type provides vacations of increasing length as an employee acquires greater continuous service with the company. Under a particular plan, for example, employees who have completed one year of service may be granted a vacation of one week, employees who have completed five years' service may be entitled to a two-week vacation annually, while employees with 15 years of service may receive three weeks.

Under the less common arrangement, all employees who have completed one year of service receive an annual vacation with pay of the same length. This type will be referred to below as the "fixed-length" plan. The more common general type will be referred to as the "graduated" plan.

The periods of service to qualify for vacations of various lengths as provided in the agreements examined are shown in

Tables 1, 2, 3 and 4. In Table 1, 33 contracts are shown as having no provisions for vacations with pay. This does not necessarily mean that the employees of these firms fail to receive vacations. Six of the ten Canadian provinces have legislation in force making an annual vacation compulsory for most categories of employees. Most of the agreements without vacation plans apply to concerns in provinces having such legislation so that the employees covered are assured of receiving vacations of the length specified in the acts.

Provincial laws, for the most part, allow for vacations of only one week annually, which is less than the standard provided in the large majority of the agreements examined. It is also possible that vacation plans exist in some plants which have not been incorporated into the collective agreements.

In the tables, no separation is made between fixed-length vacation plans and graduated plans but approximately one-quarter of the agreements, covering a like fraction of the workers, have a fixed-length plan. The vast majority of fixed-length plans provide for a vacation greater than one week in length after one year of service. Only 31 plans allowing one week after one year of service fail to extend the vacation after longer periods of service. On the other hand, close to 70 per cent of the plans which permit a vacation of two weeks or more following service of one year do not allow any further increase in the length of vacation.

Sixty-five per cent of the workers covered by the agreements analysed are entitled to a vacation of one week following one year

of service (see Table 1). An additional 25 per cent, after one year of service, are entitled to a vacation of two weeks or more. The 17 plans specifying a three-week vacation after a year's service apply mostly to employees of various provincial government crown corporations or to certain groups of civic employees. Only three of them allow a longer vacation for further service.

In 6.5 per cent of the vacation plans no reference is made to the length of vacation but only to vacation pay. These state merely that the employee will be entitled to a vacation allowance annually of two or four per cent of his wages (Table 1). Provisions of this nature are found most commonly in agreements in the construction industry.

A two-week vacation after various periods of service is specified for employees covered by approximately 95 per cent of the agreements which provide for a one-week vacation after one year of service with the company. The most common service requirement for a second week of vacation is five years but three years service is also frequently specified (see Table 2).

Among agreements providing for a third week of vacation the most common requirement is 15 years (Table 3); and for the small proportion in which a fourth week is obtainable, 25 or more years of service is usually required.

Comparing the findings of this study with statistical information on vacations from the Department's annual survey of working conditions in the manufacturing industries (L.G., October 1953, pp. 1529-1532), two significant differences are noticeable. First,

TABLE 1.—VACATION WITH PAY AFTER ONE YEAR OF SERVICE

Length of Vacation	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
One week.....	550	59.6	501,984	65.2
Two weeks.....	250	27.1	188,953	24.5
Three weeks.....	17	1.8	10,589	1.4
Other length.....	13	1.4	4,512	0.6
Vacation allowance two per cent of annual earnings (equivalent to 1 week's pay although actual length of vacation not specified)....	18	2.0	29,813	3.9
Vacation allowance four per cent of annual earnings (equivalent to 2 weeks' pay although actual length of vacation not specified)....	41	4.5	16,223	2.1
Total containing a vacation with pay clause.....	889	96.4	752,074	97.7
Total in which agreement does not mention vacations with pay.....	33	3.6	17,754	2.3
Total in Sample.....	922	100.0	769,828	100.0

TABLE 2.—SERVICE REQUIREMENTS TO QUALIFY FOR TWO-WEEK VACATION WITH PAY

Two-Week Vacation	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
After 1 year of service (including those providing 4 per cent of earnings).....	291	31.6	205,176	26.6
After 2 years of service.....	83	9.0	39,561	5.1
After 3 years of service.....	144	15.6	110,830	14.4
After 4 years of service.....	20	2.2	28,117	3.7
After 5 years of service.....	257	27.9	302,609	39.3
After more than 5 years of service.....	8	0.8	2,277	0.3
Total providing vacation of two weeks.....	803	87.1	688,570	89.4
Total not providing vacation of two weeks.....	119	12.9	81,258	10.6
Total in Sample.....	922	100.0	769,828	100.0

TABLE 3.—SERVICE REQUIREMENTS TO QUALIFY FOR THREE-WEEK VACATION WITH PAY

Three-Week Vacation	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
After one year of service.....	17	1.8	10,589	1.4
After 5 years of service.....	13	1.4	1,466	0.2
After 10 years of service.....	36	3.9	25,570	3.3
After more than 10 but less than 15 years of service.....	7	0.8	14,781	1.9
After 15 years of service.....	180	19.5	188,862	24.5
After 20 years of service.....	60	6.5	30,647	4.0
After more than 20 but less than 25 years of service.....	5	0.5	25,312	3.3
After 25 or more years of service.....	49	5.3	24,387	3.2
Total providing vacation of three weeks.....	367	39.7	321,614	41.8
Total not providing vacation of three weeks.....	555	60.3	448,214	58.2
Total in Sample.....	922	100.0	769,828	100.0

TABLE 4.—SERVICE REQUIREMENTS TO QUALIFY FOR FOUR-WEEK VACATION WITH PAY

Four-Week Vacation	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
After 5 to 20 years of service inclusive.....	6	0.6	671	0.1
After 25 years of service.....	21	2.3	28,772	3.7
After 30 years of service.....	2	0.2	1,814	0.2
After 35 years of service.....	7	0.8	27,737	3.6
Total providing vacation of four weeks.....	36	3.9	58,994	7.6
Total not providing vacation of four weeks.....	886	96.1	710,834	92.4
Total in Sample.....	922	100.0	769,828	100.0

the survey shows a considerably lesser proportion of employees to be entitled to a two-week vacation following one year of service. Second, the annual survey shows that 50.8 per cent of the workers receive a third week's vacation while in this analysis the percentage is approximately 42. The major reason for the differences is that the article based on the survey of working conditions applies to manufacturing concerns only. The agreements used in the present analysis are drawn from all industries. A substantial proportion of the agreements providing vacations of two weeks on completion of one year's service are in non-manufacturing industries. Most of these do not provide for any further vacation. Among the manufacturing agreements included in this study, 55 per cent of the workers are entitled to a third week of vacation compared with 42 per cent of all the workers covered in Table 3.

Under some circumstances an employee who has worked less than a year for a company may be entitled to a fractional vacation. An agreement may simply state that after a worker has been continuously employed for a year, he becomes entitled to his first paid vacation. Presumably, under such plans, an employee commencing work at any time during the year may take his vacation at some mutually suitable time after one year from that date.

Other agreements state that employees who have completed one year of service as of a specified date become entitled to a vacation. Unless some adjustment were made for employees with less than a year of service at the cut-off date, they would not become entitled to a vacation until after the same date of the following year. Still other plants shut down for the vacation period, all employees taking their holidays at the same time. Again, unless some adjustment were made, employees with as much as 11 months of service at the time of the plant shut-down would not receive a vacation until the following year.

Many contracts specifying service cut-off dates or plant shut-downs for vacation purposes allow partial paid vacations for employees having less than a year's service. Among the agreements analysed, more than 40 per cent have a provision of this nature. Most commonly it is stipulated that employees with less than a year of service will receive a fractional vacation proportional to their length of employment. Approximately 10 per cent of the agreements specify proportional pay in lieu of vacation. In another 10 per cent, employees must have worked a certain number of

months before becoming entitled to any paid vacation or pay in lieu of vacation. Beyond this a scale of paid vacation, or pay only, is provided for service up to one year.

While most contracts allow vacations in whole weeks (for example, one week after one year of service; two weeks after five years, etc.), 139 of the agreements applying to 26 per cent of the workers covered specify graduated plans in step-ups of less than a week (for example, one week after one year of service; one week and one day after two years; one week and 2 days after three years; one week and 3 days after four years; two weeks after five years). These agreements have been included in the tables without regard for less than full-week vacations.

Another variation concerning the length of vacation which does not show up in the tables concerns about five per cent of the agreements which provide fixed-length vacations with a scale of vacation payments which increases with the employee's service. For example, an agreement may stipulate that all employees shall receive a one-week vacation annually, with two per cent of earnings during the preceding year being paid to those with less than 5 years' service, four per cent for those with more than 5 years, and 6 per cent for employees with 20 years or more of service. These few agreements have been included in the tables on the basis of four per cent of earnings representing two weeks and six per cent being equivalent to three weeks.

Calculation of Service Requirements

While, as a rule, collective agreements state that vacations of specified lengths are to be allowed after various periods of continuous service, very few set forth the factors to be considered in calculating continuous service for vacation purposes. Presumably, employees absent with authorization or laid off with the right to be rehired would be regarded as in the continuous service of the company. Presumably also, factors set forth in other sections of collective agreements dealing with absences not to be considered as constituting a break in service would have application to the vacation plan. These frequently include authorized leaves of absence and lay-offs of a stated duration.

A small proportion of the agreements analysed, approximately seven per cent, do specify, as part of the vacation clause, certain absences which are to be counted as time worked in calculating length of

service. About six per cent of the agreements mention absence because of illness and the majority limit the allowable time to a specified number of days per year. A very few agreements mention that such time as periods of lay-off, periods spent in the armed services and periods of authorized leave will be regarded as continuous service with the company for vacation purposes. Thus, under a plan that permits one week's vacation after one year of service and two weeks after five years, in calculating whether an employee has five years of continuous service, authorized absences as provided for would be counted as time worked.

Another aspect of vacation eligibility, dealt with in only a minority of the agreements, concerns work requirements to qualify for a full vacation in any particular year. For example, a vacation plan may specify two weeks of vacation after five years of continuous service. An employee may have completed his sixth year with the company but may have been away from work a good deal during the preceding year. Under 20 per cent of the agreements, applying to 37 per cent of the workers covered, the employee must have met a minimum work requirement during the preceding year to qualify fully for the vacation to which he would normally be entitled. The employee must have worked a specified number of hours, shifts, or days according to most of the provisions of this nature. Other provisions state that the employee must have worked in a specified number of pay periods. Many clauses of these types are modified so that certain lost time is disregarded. Thus, time lost through sickness and for other authorized leave of absence is frequently regarded as time worked for this particular purpose although the amount of such time that will be so recognized is usually limited to a specified number of days or weeks.

Where employees have not fulfilled the specified minimum work requirements for the preceding year, one of two results will follow. Under some agreements, the worker who has not completed the minimum work is denied his vacation; but more often his vacation, or vacation pay, is scaled downward according to the extent of absence beyond that permitted.

A number of agreements handle this matter by allowing a certain amount of vacation per period of time worked, for example, half a day for each 23 days worked during the year. A provision of this nature is found more commonly in railway agreements than in the contracts of other industries.

Provisions requiring a minimum of work during the year in order to qualify for a full vacation are most frequently found among agreements in which the paid vacation is calculated on the regular hours of work at the normal straight-time rate of pay. In agreements where vacation pay is based on a percentage of the employee's earnings during the previous year, any absence automatically reduces his vacation pay.

Calculation of Vacation Pay

Close to half the agreements examined did not include any reference to the amount of vacation pay or its method of calculation. Among the remainder, the two common means set forth for calculating vacation pay are: (1) the product of the employee's standard weekly hours of work and current straight-time hourly wage rate for each week of vacation or, in the case of weekly- or monthly-rated employees, continuance of the regular salary for the vacation period; and (2) a specified percentage of the employee's earnings during the preceding year (usually two per cent for a one-week vacation, four per cent for two weeks, and six per cent for three weeks). Each of the two methods was found to be the basis of vacation pay in approximately one out of every five agreements. Other bases such as regular weekly hours multiplied by average hourly wage rates during a preceding period, average weekly hours during a preceding period times the current wage rate, or average weekly pay during a preceding period were each found in a small percentage of the agreements analysed.

In the large majority of agreements there is no mention as to whether such items as overtime pay, shift differentials, production bonuses, and holiday pay are to be included in calculating vacation pay. The question would of course arise only where the percentage of earnings method of computing vacation pay is in use or where it is not clearly stated that pay is based on straight-time rates. Only small numbers of the agreements specifically include or exclude the mentioned items from consideration.

Other Provisions

Employment Severance—According to the terms of more than 40 per cent of the contracts analysed, employees are entitled, upon severance of employment, to pay for any vacation earned and unused. Thus, an employee entitled to two weeks of vacation annually who left the company

after six months of the vacation year without having taken any of his vacation would be entitled to vacation pay for one week.

Such clauses are, however, not always unconditional. About 10 per cent of the agreements with a severance provision state that an employee must have completed one year of service before the provision will apply. A small number stipulate that the employee must have earned a certain minimum of vacation credits to be eligible for proportionate vacation pay on severance of employment. Employees dismissed for cause will not be paid for any unused vacation under a few of the contracts.

Statutory Holidays—About one out of every four agreements specifies that when a paid statutory holiday occurs during an employee's vacation period either an extra day of vacation or an extra day's pay will be allowed.

Call-In—Only half a dozen agreements deal with the possibility of an employee being called to work during his vacation

because of an emergency. They specify the payment of premium rates under these circumstances.

Seniority—One-fifth of the agreements covering 30 per cent of the workers included in the sample specify that seniority will be considered in the selection of vacation periods. Older service employees have first choice of the times at which vacation will be taken.

Accumulation—Most of the agreements examined have nothing to say about carrying over to the following year all or part of a current vacation. However, close to 30 per cent do state that vacations must be taken during the current year and may not be accumulated. Less than two per cent make any provision for accumulation.

Plant Shut-Down—Slightly more than one-fifth of the workers are covered by agreements which apply to plants which shut down during the vacation period. All employees must usually take their vacation at this time and workers whose seniority entitles them to a vacation of lesser length than the shut-down may be off work without pay for a short period.

Collective Agreement Act, Quebec; Industrial Standards Act, Ontario

During May, certain changes in wage rates and working conditions were made obligatory by Orders in Council under the Collective Agreement Act, Quebec. Four of thirteen Orders in Council provided wage changes, as well as minor changes in specified paid and unpaid statutory holidays, hours, vacations, etc.

In the printing industry, Montreal District, minimum hourly rates are now increased by from 1 to 5 cents and a new provision specifies that two days' wages may be claimed, either by employee, or employer, in the event that a week's notice of severance of employment, or dismissal, is not given. In addition, a new section in the Montreal printing trades agreement governs working conditions of employees in establishments printing weekly newspapers throughout its territorial jurisdiction, except the Island of Montreal.

In the construction industry at Quebec, minimum hourly rates are increased by 5 cents and minimum weekly rates for permanent maintenance men are now \$2.50 per week higher. A new clause provides

one hour's pay to employees reporting to work, if no work is available, and if they have not been notified in advance.

In funeral services at Montreal, minimum weekly rates for certain classifications are increased by \$2 per week. In the baking industry at Trois Rivières, hours in establishments employing three or more journeymen bakers and apprentices, and pastry-cooks are reduced from 60 to 54 per week, with no change in weekly wage rates. In iron oxide mining at Red Mill, minimum hourly rates are increased by 9 cents and paid holidays are increased by one.

Under the Industrial Standards Act in Ontario new schedules were made binding for painters at Brantford, carpenters at Cornwall and for plumbers at London. These new schedules replace those which have been in existence for two years or more (in one case as far back as 1937) and have been made to conform to the conditions set by collective agreements in the intervening years. As a result, wage changes since the last schedules range from 10 cents to \$1.25 per hour.

Legal Decisions Affecting Labour

British Columbia appeal court holds that bargaining unit cannot be broken up without consent of majority of employees in it. Manitoba laundry union restrained from prosecuting employer. Ontario court prohibits all picketing during illegal strike. Quebec court refuses to review magistrate's ruling that plumber had violated provincial Act

The appeal court in British Columbia has allowed an appeal from a judgment which would have permitted the Labour Relations Board to entertain applications for certification as bargaining agent for three single-hotel units now forming part of 30-hotel bargaining unit. In Manitoba a laundry was granted a writ of prohibition to prevent further proceedings by a union which had obtained consent from the Manitoba Labour Board to prosecute the company for unfair labour practices.

In one of the two Ontario decisions reported below, the High Court granted an injunction to prohibit picketing by a construction workers' union during an illegal strike; in the other it dismissed a union's application for an order to refer to the Labour Relations Board a question concerning collective bargaining which had arisen in a court proceeding.

The Quebec Superior Court refused to review a magistrate's decision imposing a fine on a plumber for his violation of a provincial statute requiring him to belong to the corporation of plumbing contractors.

British Columbia Court of Appeal...

...holds that bargaining unit cannot be broken up without consent of majority of employees in it

On March 26 the British Columbia Court of Appeal allowed the appeal brought by a hotel association and a union from a Supreme Court judgment permitting the provincial Labour Relations Board to deal with the applications of another union for certification as bargaining agent for the employees of three hotels which belonged to a 31-hotel bargaining unit (L.G., May, p. 681). The appeal court held that the Industrial Conciliation and Arbitration Act did not give the Labour Relations Board authority to break up a bargaining unit unless it was satisfied that a majority of employees in the existing unit were no longer members of the union certified as bargaining agent.

Chief Justice Sloan gave the facts of the case. On February 27, 1952, Local 28 of the Hotel and Restaurant Employees' Union

was certified as bargaining agent for the employees of 31 hotels included in the British Columbia Hotels Association. On April 1, 1953, the Labour Relations Board certified the Alcazar Hotel Employees' Mutual Benefit Association as the separate bargaining agent for employees of the Alcazar Hotel, one of the 31 hotels. On April 28, 1953, Local 260 of the British Columbia Hotel Employees' Union applied for certification as bargaining agent for employees of three other hotels in the unit, the Georgia, Marble Arch and Niagara Hotels. The hotel association obtained an order *nisi* for a writ of prohibition to restrain the Board from taking any steps toward the certification of Local 260. Its application to make this writ absolute was dismissed by the British Columbia Supreme Court.

The hotel association and Local 28 then appealed from this judgment, contending that under the circumstances the Board was without jurisdiction to entertain the applications of Local 260. They submitted that, where a bargaining unit is already in existence, the Board may not certify a bargaining agent for a different unit or units composed of a part of the existing unit unless it is satisfied that a majority of employees in the existing unit are no longer members of the union that is the certified bargaining agent. Their argument

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was that, since a unit is an entity created by the will of the majority of employees comprising it, it cannot be broken into pieces by the wishes of a minority of the unit but only by a majority.

Chief Justice Sloan considered that the contention of the appellants must prevail. He emphasized that the intention of the ICA Act was to create and maintain industrial peace by putting into effect the principle that the will of the majority must be imposed on the minority. The Act provided that a union claiming to have as members a majority of employees in a unit appropriate for collective bargaining could apply to the Board for certification, and that, if the Board found that the unit was appropriate and that the applicant union did represent a majority of employees in the unit, it must certify the union. His Lordship considered that where these factual conditions had been established to the satisfaction of the Board certification was mandatory. Once it was certified the bargaining agent had authority to bargain on behalf of all employees in the unit whether or not they were union members. The collective agreement concluded between the union and the employer was binding on all employees in the unit.

The Act did contemplate changing conditions in industry. Union membership was not always static. The certified union might have represented a very small majority of the employees in the unit and that balance might shift to a rival union during the life of the collective agreement. The Act provided that no new application for certification could be made during the first 10 months of an agreement but after that period an application could be made by a different union under Section 10(1)(c) of the Act.

His Lordship considered that in the case of such an application, where there had previously been a certified bargaining agent, one of the questions to be determined by the Board on an application for certification, the appropriateness of the bargaining unit, had already been determined on the original application. The one remaining question for the Board to decide was whether a majority of employees in the unit were members of the new applicant for certification. If they were, then the Board must certify the applicant. Section 13 indicated that the certification of a new bargaining agent for the unit revoked the original certification and that the new bargaining agent inherited any collective agreement in force.

Chief Justice Sloan concluded:—

In summation it seems to me that the one thread running throughout the Act is the doctrine of majority control. It follows that once the majority creates the bargaining authority for the unit the majority of the unit must agree before the unit can be represented by another bargaining authority either in whole or in part. To hold otherwise is to encourage fragmentation of existing bargaining units and this would in time tend to weaken the stability of labour and management relations—a cornerstone of the present Act.

The Chief Justice then gave his views on some of the arguments of the respondents, the Labour Relations Board and Local 260. Their counsel directed the Court's attention to the judgment of the British Columbia Supreme Court in the Alcazar Hotel case, in which the Board's certification of the Alcazar Hotel Employees' Mutual Benefit Association as the bargaining agent for employees of that hotel in place of Local 28 was called into question (L.G., April, p. 561). In that case Mr. Justice Clyne upheld the Board's jurisdiction to certify the employees' association, holding that it had acted within the power given it by Section 58(2) of the Act to vary or revoke any order or decision made by it.

Chief Justice Sloan was of the opinion that this section did not apply to the revocation of certifications. He considered that the Board had an obligation to certify a union once it had found the required factual conditions to exist and that there was no "order" to vary or revoke. The necessary finding of fact leading to certification could perhaps be called a decision of the Board but once the Board had determined the facts it was compelled to issue a certificate. To hold that because of some change in the facts since the certification the Board could at any time thereafter, under the powers conferred by Section 58(2), cancel the certification in whole or in part was to interpret that section too widely, His Lordship held. Other sections of the Act, which contained the machinery for decertification, would be redundant if Section 58(2) vested the same power in the Board. He pointed out that Mr. Justice Macfarlane had stated in *In re Rex and Labour Relations Board (B.C.)* [1949] 2 WWR 873 that Section 58(2) did not cover decertification because special provision was made in Section 12(7) for cancelling the certification of a bargaining agent.

Counsel for the respondents also drew attention to Mr. Justice Davey's decision in *United Steelworkers of America v. Labour Relations Board* (L.G., Jan., p. 117),

in which he held that the word "unit" in Sections 10 and 13 "means both a whole unit or part of a unit according to the circumstances" and that "the fact that a unit applied for includes the whole or part of another existing unit will not prevent the Board from proceeding to determine whether the unit in respect of which the current application is made is one appropriate for collective bargaining". Chief Justice Sloan agreed with that statement of the Board's powers but considered that the Act authorized the Board to break up an existing unit only if it was satisfied that a majority of employees in the existing unit were no longer members of the certified bargaining agent. He stated that the facts and the real issue in the case at bar were entirely unlike those in the case cited.

Chief Justice Sloan stated that he agreed with the following sentence from the judgment of the Supreme Court in the case at bar: "It is a clear principle of the Act that employees may belong to the union of their choice and they have a *prima facie* right at least to have the union of a majority of them appointed as their bargaining authority." Local 28 before its certification must have satisfied the Board that a majority of the employees in the unit were its members. His Lordship concluded: "To permit dissidents after certification to apply to create a new unit in violation of the will of the majority of employees in the unit is, it seems to me, contrary to the spirit, the intention and the language of the Act."

Mr. Justice Smith dissented from the judgment of the Court. Appellants contended that once a unit had been recognized under the Act it must remain a constant. In the case at bar a majority of the employees in the new union wanted a new bargaining agent but a majority of the employees in the old unit represented by Local 28 did not. The meaning of the word "unit" was therefore the crux of the matter. Mr. Justice Smith inferred from the Act that there was nothing to prevent any group of employees from forming a new unit, provided that they formed a distinguishable group that the Board considered appropriate for collective bargaining. The change of a bargaining agent during a collective agreement would not disturb the conduct of the employers' business because Section 12(8) provides that the agreement remains in force.

Appellants contended also that a new bargaining agent could not be certified because 10 months of the term of the second collective agreement between the hotel association and Local 28 had not

elapsed at the time when the Board began its hearing of Local 260's application. Mr. Justice Smith stated that the Act only requires 10 months of the term of the current collective agreement to have elapsed at the time when a new union applies for certification, and that this was the case when Local 260 made its application. The fact that Local 28 concluded another collective agreement after Local 260 made its application was not relevant. Mr. Justice Smith would have dismissed the appeal.

The Court, however, allowed the appeal of the hotel association and Local 28 from the judgment refusing to make absolute the writ of prohibition restraining the Board from taking any steps towards the certification of Local 260. *In re British Columbia Hotels Association and Labour Relations Board (British Columbia) et al* [1954] 11 WWR (NS) 685.

Manitoba Court of Queen's Bench...

... holds union not entitled to prosecute laundry for alleged violations of Labour Relations Act

The Manitoba Court of Queen's Bench on April 6 granted the application of a Winnipeg laundry for a writ of prohibition to prevent a union from proceeding with 10 prosecutions against the company for alleged violations of the Manitoba Labour Relations Act. Consent to prosecute had been given by the Manitoba Labour Board.

The informations had been laid under the Criminal Code by Emil Walteson and by the Laundry and Dry Cleaning Workers' Union. The Court held that neither of these was a proper informant, since neither was an aggrieved person. Mr. Justice Campbell stated that no consent had been given for Emil Walteson to be the prosecutor. On the other hand, if the real prosecutor was the union, it could not be an informant. Section 46(1) of the Manitoba Labour Relations Act provides that a prosecution for an offence under the Act may be brought *against* an employers' organization or a union but does not make provision for either to be an informant.

On these grounds the Court granted the writ of prohibition sought by the laundry. *In re Walteson and Dry Cleaning Workers' Union and New Method Launderers Limited* [1954] 11 WWR (NS) 645.

Ontario High Court of Justice...

... grants injunction prohibiting picketing during strike found illegal by Labour Relations Board

On February 12 the Ontario High Court of Justice granted the application of a construction company for an injunction to

prevent picketing during a strike which had been determined unlawful by the Ontario Labour Relations Board.

Mr. Justice Wells gave the facts of the case in his reasons for decision. The plaintiff, a construction company in the Niagara peninsula, was engaged in erecting a building for the Bank of Montreal in Niagara Falls. On January 22, Mr. Smith, the president of the construction company, was informed by the manager of the Bank of Montreal that district representatives for Local 713 of the United Brotherhood of Carpenters and Joiners of America had told him that the Bank of Montreal building would be picketed. No negotiations had taken place between the company and the local and no application for certification as a bargaining agent had been made by Local 713 or by any other union. Later the same day the defendants Jones and Chartrand, the district representatives of Local 713, went to Mr. Smith's office and told him that unless he signed a contract with the local all places where the company was performing work would be picketed on Monday, January 25.

On January 25 pickets were placed at the Bank of Montreal building in Niagara Falls, with the result that plumbers and other tradesmen refused to go in and all work on the building was suspended. The evidence also showed that two of the plaintiff's employees and five plasterers and helpers employed by a subcontractor of the plaintiff refused to cross the picket line at the federal building in Ridgeway, another building being erected by the plaintiff company. Certain other companies and persons with whom the company had contracts requested it to stop work on their jobs because the union representatives had threatened to picket their plants if the plaintiff's employees did any work there. An employee who was a member of Local 713 told Mr. Smith that if any union member worked on any of the premises picketed he would be liable to a fine and other penalties.

The company applied to the Ontario Labour Relations Board for a declaration that the strike was unlawful. On February 3 the Board sent a letter to the company and to Local 713 informing them that it found the strike unlawful under the Ontario Labour Relations Act. The two labour members of the Board dissented from this decision.

Counsel for the defendants argued that the evidence did not disclose any unlawful action and that there was an absolute common law right to picket peacefully. In support of this proposition reference was

made to *General Dry Batteries of Canada Limited v. Brigenshaw* (L.G., 1952, p. 188) in which Mr. Justice McRuer refused to prohibit peaceful picketing. The defendants' counsel also argued that since the material filed gave no evidence of a strike at all and that this could be determined only after the trial of the action no injunction should be granted in advance. He maintained that an injunction was an extraordinary remedy and that, since in this case there was no evidence of violence on the part of the pickets, damages would be quite adequate compensation.

Mr. Justice Wells observed that when the decision was given in *General Dry Batteries of Canada Limited v. Brigenshaw* the employer had applied to the Labour Relations Board for a declaration that the strike was unlawful but the application had not been dealt with. There was no judicial finding either by the Court or by the Board that the strike was unlawful. The Chief Justice in that case restrained by injunction the acts of the pickets that he regarded as unlawful but felt unable to restrain what he regarded as lawful conduct.

In the case at bar there was a finding by the Labour Relations Board that Local 713 had called an unlawful strike. In view of that, Mr. Justice Wells was of the opinion that the picketing could not be considered lawful picketing. He stated: "Section 50 of the Labour Relations Act prohibits any officer, official or agent of a trade union from counselling, procuring, supporting or encouraging such an unlawful strike, and what is unlawful may surely be restrained by the courts."

In support of the view that what is done in consequence of unlawful acts may be restrained, His Lordship cited the case of *National Sailors' and Firemen's Union of Great Britain and Ireland v. Reed* [1926], which arose out of the general strike that occurred in Great Britain that year. He also referred to the judgment of the Ontario Court of Appeal in *Fokuhl v. Raymond* [1949] 4 DLR 145, a case in which some of the principles involved in the case at bar arose. Mr. Justice Roach stated there: "It is trite law that it is a violation of legal right to interfere with contractual relations recognized by law if there be not sufficient justification for the interference..."

Mr. Justice Wells stated that in the case at bar it was perfectly clear that the effect of setting up the picket lines, even though they were peaceful and well-behaved, was to interfere without any legal justification in the contractual relation existing between the construction company and the owners of the various properties picketed. The

mere fact that on certain occasions the right to picket had been held to be established must not blind the eyes of the Court to the consequences of the acts under consideration in this case.

The Ontario Labour Relations Act set up a code of procedure which it was hoped would avoid the dislocation and monetary loss from acts such as had occurred in this case. They were not only contrary to the whole policy of the Act, and indeed in direct breach of Section 50, but were obviously dangerous and irresponsible. Until the union brought its acts within the law the court must give the plaintiff company protection by granting its application for an injunction.

His Lordship stated that it might well be that what had occurred was "watching and besetting," prohibited by the Criminal Code. However, he preferred to base his judgment on the ground that since the Labour Relations Board had determined that there was an illegal strike those wholly or partly responsible for the strike could be restrained by injunction.

The Court granted an injunction prohibiting all picketing of any premises where the plaintiff company was engaged in construction work. *Smith Bros. Construction Co. Ltd. v. Jones et al* [1954] 2 DLR 117.

Ontario High Court of Justice...

...dismisses union's application for an order to refer a question to the Labour Relations Board

The Ontario High Court on January 18 dismissed a union's motion for an order to refer to the Ontario Labour Relations Board the question of whether or not the union was the certified bargaining agent for a particular unit of employees.

The question arose during a court proceeding. The plaintiff in the case, *Swift Canadian Co. Ltd.*, maintained in its statement of claim that Local 307 of the United Packinghouse Workers of America was the bargaining agent for certain of its employees in Plant No. 1 but that its employees in Plant No. 2 were not represented by any bargaining agent. The defendants maintained that Local 307 was the certified bargaining agent for all the company's employees at Stratford below the rank of foreman, except office and sales staff, and denied the allegation that the plaintiff's employees in Plant No. 2 were not represented by a bargaining agent.

The defendants applied for a court order referring the question to the Ontario Labour Relations Board, claiming that

Section 68(1) of the Ontario Labour Relations Act took away from the Supreme Court of Ontario jurisdiction to determine the question raised in the statement of claim. Section 68(1) states: "The Board shall have exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and without limiting the generality of the foregoing, if any question arises in any proceeding... (f) as to whether a trade union represents the employees in a bargaining unit,... the decision of the Board thereon shall be final and conclusive for all purposes..."

Mr. Justice Ferguson was of the opinion that the word "proceeding" in Section 68(1) referred to a proceeding before the Board and not to one before a court. Since no provision was made for removing any question from the Supreme Court to the Board, matters to be decided by the Board must be taken there by the parties. If the trial judge should decide that this question was beyond the jurisdiction of the Court, he could allow it to stand or stay the action until the matter had been decided by the Board. However, no machinery existed for referring the matter to the Board. His Lordship dismissed the union's motion. *Swift Canadian Co. Ltd. v. Dancavitch et al* [1954] 2 DLR 398.

Quebec Superior Court...

...refuses to review ruling that plumber violated Act requiring membership in plumbers' corporation

On January 18 the Quebec Superior Court at Hull rejected the application of a plumber for a writ of *certiorari* to quash a magistrate's judgment fining him \$50 for violating the Plumbing and Heating Contractors of the Province of Quebec Act by falsely representing himself as a plumbing and heating contractor.

Mr. Justice Ste-Marie delivered the judgment of the Court. On September 23, 1953, the plaintiff had been found guilty by a district magistrate of violating Section 20(c) of the Plumbing and Heating Contractors of the Province of Quebec Act. [The Act, passed in 1949, establishes a corporation of plumbing and heating contractors and requires all individuals and companies engaged in installing or repairing plumbing or heating systems to be members of the corporation.] Section 20(c) of the Act reads:—

Whoever not being a member in good standing of the corporation:

(c) Lets one falsely believe or assume, causes it to be falsely presumed either by a title or qualification which he assumes, or by affixing before or after his name letters or signs tending to make one believe

or in any other manner whatsoever cause one to believe that he is authorized to ply the trade or who uses without right the name of plumbing and heating contractor, commits an infraction to the present Act and is liable to a fine of not less than fifty dollars...

The plaintiff asked the Court to review the magistrate's judgment on a writ of *certiorari*. He alleged that there had been excess of jurisdiction and grave injustice in the magistrate's ruling. Article 1292 of the Code of Civil Procedure provides that in cases where no appeal is given from certain specified inferior courts the judgment may be revised by means of a writ of *certiorari*.

In this case the judgment was given by a district magistrate apparently under the Quebec Summary Convictions Act. Mr. Justice Ste-Marie stated that this was not a judgment which could be revised by *certiorari* under Article 1292.

Even if Article 1292 were applicable, Article 1293 provided that *certiorari* could be granted only if there had been excess of jurisdiction, if the judgment had been based upon regulations which were null, or if there had been serious irregularities in procedure. "Grave injustice" was not a ground for the issuing of a writ of *certiorari*.

The plaintiff based his claim of "excess of jurisdiction" on the allegation that Section 20(c) of the Plumbing and Heating

Contractors of the Province of Quebec Act was *ultra vires* because it conflicted with the Quebec Pipe-Mechanics Act. Section 7 of the latter Act reads:—

A contractor's licence must be granted:

1. To any person who has satisfactorily passed the examination prescribed for journeymen and has filed an application to be registered as a contractor and paid the prescribed fees...

The plaintiff had obtained a licence under this Act.

Mr. Justice Ste-Marie stated that a person who had obtained a licence under the Pipe-Mechanics Act did not automatically become a member in good standing of the corporation of plumbing and heating contractors and had no right to let it be presumed that he was entitled to practise the trade of plumber. His Lordship held that Section 20(c) of the Plumbing and Heating Contractors of the Province of Quebec Act was not *ultra vires*, and that the writ of *certiorari* could not be issued. The magistrate had evidently come to the conclusion that the plaintiff had violated the Act. *Certiorari* could not be granted for the purpose of reviewing a case on its merits.

The plaintiff's application was rejected with costs. *Giroux v. Millar et Corporation des Entrepreneurs en Plomberie et Chauffage* [1954] CS Montréal 185.

Recent Regulations, Federal and Provincial

New steamship machinery inspection regulations issued under Canada Shipping Act. Manitoba's annual fair wage schedule for construction industry approved. Higher minimum wage set in B.C. fruit processing

Regulations under the Canada Shipping Act for the inspection of steamship machinery have been replaced.

The 1954-55 schedule of wages and hours for both public and private construction work in Manitoba went into effect May 1. The schedule, which is drawn up by the Fair Wage Board chiefly on the basis of existing collective agreements, sets minimum wages and maximum hours for building construction in two zones, the Winnipeg district and the larger cities and towns, and for bridge and road construction throughout the province.

A new order for the fresh fruit and vegetable processing industry in British Columbia raises the minimum wage for men and women to 75 and 60 cents an hour, respectively, subject to the provisions

of the Equal Pay Act which requires equal pay for men and women doing the same work in the same establishment.

The maximum supplementary allowance now payable in Alberta to needy persons in receipt of old age assistance, old age security or blind persons' allowances is \$15 a month rather than \$10.

FEDERAL

Canada Shipping Act

Steamship Machinery Inspection

New regulations under the Canada Shipping Act governing the inspection of steamship machinery were approved by P.C. 1954-580 on April 14 and gazetted April 28. They replace Sections 1 to 25

of Part I of the regulations for the inspection of boilers and machinery of steamships, established by P.C. 3111 of July 13, 1948, and the regulations for the inspection of boilers fitted for any purposes other than propelling purposes, established by P.C. 4408 of August 31, 1949.

The "machinery" covered by the regulations includes the propelling engines, boilers, pumps, steering engines, windlasses, and all similar apparatus required for the safety and operation of a steamship. Inspection is carried out, under the supervision of the Board of Steamship Inspection, by steamship inspectors appointed under the Act.

Pilotage Rates for Botwood

Pilotage rates for the port of Botwood, Newfoundland, fixed by P.C. 1954-720 of May 13, gazetted May 26, replace those established by P.C. 6456 of December 4, 1951. Vessels up to 600 tons are now exempt from pilotage dues and a higher rate is fixed for vessels exceeding 1,300 tons.

PROVINCIAL

Alberta Supplementary Allowances Act

A monthly increase of \$5 in the supplementary allowances payable to recipients of old age security, old age assistance and blind persons' allowances was authorized by an amendment to the Alberta Supplementary Allowances Act which came into force April 1. Regulations governing the granting of the increased allowances were approved by O.C. 598-54 of April 29, gazetted May 15, amended by O.C. 693-54 of May 7, gazetted May 31. They replace regulations issued in 1952.

The maximum supplementary allowance now payable is \$15 a month. The regulations, effective from April 1, set out details of administrative procedure for the paying of these allowances and prescribe the means test with which an applicant for a supplementary allowance must comply. For example, a single person who receives old age security of \$480 a year and whose additional yearly income does not exceed \$240 is eligible for the supplementary allowance of \$180 a year. Thus, his total annual allowable income is \$900. In the case of a married couple where one receives a blind person's allowance of \$480 and the other, old age assistance of \$480, each will receive the supplementary allowance of \$180 a year provided their combined additional income is not more than \$120. The total allowable income of such a couple is therefore \$1,440 a year.

The total allowable income is similarly set out for other cases, depending on marital status, blindness and the type of allowance (old age security, old age assistance, blind person's allowance) received by the man or his wife.

The total allowable annual income includes the allowance paid under the Act and assistance to the recipient or his spouse under the Old Age Security Act (Canada), the Old Age Assistance Act or the Blind Persons Act. The Pensions Board which administers the Act must also consider as income any interest from real or personal property and the value of board or lodging furnished either free or for a nominal charge. The amount considered as income where board and lodging are thus supplied may not be less than \$10 a month for lodging, \$20 a month for board, or \$30 a month for board and lodging for a single person and \$15, \$30 and \$45, respectively, for a married couple.

A second Order in Council, O.C. 599-54 of April 29, also gazetted May 15, authorized an agreement between Alberta and British Columbia which provides for the payment of the Alberta supplementary allowances to recipients now living in British Columbia and for the payment of the British Columbia cost of living bonus (also up to \$15 a month) to recipients now living in Alberta.

British Columbia Hours of Work Act

The regulation which exempts the fresh fruit and vegetable industry from the British Columbia Hours of Work Act during the summer months has been reissued. The new regulation, No. 21N, issued May 5 and gazetted May 27, applies from June 1 to November 30, 1954, to all operations in or incidental to the canning, preserving, drying or packing of any kind of fresh fruit or vegetable.

British Columbia Male and Female Minimum Wage Acts

Fruit and Vegetable Industry

Minimum wages for men and women in the fresh fruit and vegetable industry were increased by Order 46 of May 5, gazetted May 27 and effective May 31. The order, which replaces separate orders issued in 1946 for male and female employees, raises the minimum rate for men from 48 to 75 cents an hour and for women from 40 to 60 cents an hour.

Special overtime rates are set for the busy season during which the industry is exempted from the limits set by the Hours

of Work Act. From June 1 to November 30 in each year, time and one-half the regular rate must be paid for the first two hours worked in excess of nine hours and double time for any hours in excess of 11 in a day. A new section specifies that time and one-half must be paid for any overtime in excess of 54 hours in a week which is not calculated on a daily overtime basis.

Overtime work is not permitted after eight hours in a day or 44 in a week during the period from December 1 to May 31 except with a permit from the Board. When overtime work is permitted, time and one-half must be paid for all hours in excess of eight in a day or in excess of 44 in a week where the hours worked do not exceed eight in any one day. In addition to posting the order, the employer must now also post a schedule setting out the shifts of each of his employees from December 1 to May 31.

The order contains the usual daily guarantee of at least three hours' pay to any employee reporting for work on the call of the employer. Students reporting for work on school-days on the call of the employer must receive at least two hours' pay at their regular rate.

After five consecutive hours of employment, a rest period of at least an hour must be given. If, however, 75 per cent of the employees in the establishment sign a petition requesting a shorter period free from duty, a shorter rest period (not less than half an hour) may be instituted, with the approval of the Board. The same provision was contained in the earlier orders.

Exemption from Acts

Employees of the Salvation Army employed at Harbour Light Centre in Vancouver have been declared exempt from the operation of the Male and Female Minimum Wage Acts. The exemption was made by Regulation 2 on May 18, gazetted and effective May 27.

Manitoba Fair Wage Act

Fair Wage Schedule for 1954-55

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 19/54) was gazetted April 24 and will be in effect from May 1, 1954, to April 30, 1955. The schedule as regards Zone "A" rates and hours (Greater Winnipeg) is chiefly based on provisions of existing collective agreements. Zone "A" rates apply to public

and private work in Winnipeg and a 30-mile radius; Zone "B" rates apply to public work elsewhere in the province and to private work in cities and towns with a population of more than 2,000. These include Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas.

"Public work" includes public works authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work" means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

The only change in hours in Part I of the schedule is that a maximum 44-hour week is set for elevator constructors and helpers in Zone "B" rather than a 40-hour week, as before. The minimum hourly wage rates for these workers in both zones were raised from \$1.92 to \$2 for elevator constructors and from \$1.34 to \$1.40 for helpers.

Other hourly rates raised in the new schedule were those for: (a) bridge and structural steel and iron workers in both zones, terrazzo and oxychloride workers employed as layers in both zones, and for stonecutters in Zone "A" (increased by five cents an hour); (b) mastic floor spreaders and layers in both zones and cement finishers (in warehouse or large floor area jobs) in Zone "A" (increased by 10 cents an hour); and (c) roofers (mop handlers) and linoleum floor layers in both zones (increased by 20 cents an hour). The rates for lathers working on wood, wire and metal in Zone "A" were increased from \$1.70 to \$1.80 per hour until July 31 and by an additional ten cents after that date.

Mastic floor kettlemen, rubbers and finishers are no longer listed in the schedule. Oxychloride workers on floors without a polished terrazzo finish have been added to the schedule with the same hours and rates as cement finishers.

The maximum hours and minimum wage rates in Part II of the schedule, which applies to public road and bridge works, are unchanged.

Time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

The schedule also notes that employers in construction work in Greater Winnipeg must affix vacation-with-pay stamps in a worker's stamp-book to the extent of two per cent of the total wages earned in each pay-period.

The schedule follows:—

SCHEDULE "A"—PART I

Zone "A" Rates Apply:

To both "public work" and "private work" as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway Avenue.

Zone "B" Rates Apply:

- (1) To "public work" as above defined, in all other parts of the province except where Zone "A" rates apply.
- (2) To "private work" as above defined, in cities and towns which have a population exceeding 2,000 except where Zone "A" rates apply.
- (3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.

The following schedule shall apply from and after May 1st, A.D. 1954, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate	Maximum Hours Per Week	Basic Minimum Wage Rate	Maximum Hours Per Week
	Per Hour		Per Hour	
	\$		\$	
1. Asbestos Workers—				
(a) Journeymen.....	1.80	40	1.70	48
(b) 1st Class Improvers.....	1.50	40	1.45	48
(c) 2nd Class Improvers.....	1.35	40	1.30	48
2. Bricklayers.....	2.10	40	1.95	44
3. Bridge and Structural Steel and Iron Workers.....	1.95	40	1.95	44
4. Carpenters and Millwrights.....	1.90	40	1.75	44
Carpenters.....	City of Brandon		1.80	44
5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouse or large floor area jobs).....	1.35	48	1.20	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.90	40	1.75	48
Helpers with two (2) years or more experience assisting journeymen.....	1.40	40		
Licensed journeymen.....	Town of Flin Flon		1.75	48
7. Elevator Constructors (passenger and freight).....	2.00	40	2.00	40
Helpers.....	1.40	40	1.40	40
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.25	48	1.20	48
(b) General Building Labourers.....	1.05	48	1.00	48
9. (a) Lathers, Wood, Wire and metal (May 1, 1954 to July 31, 1954).....	1.80	40		
(August 1, 1954 to April 30, 1955).....	1.90	40		
(b) Lathers.....			1.35	48
10. Linoleum Floor Layers.....	1.25	48	1.20	48
11. Marble Setters.....	1.90	40	1.75	44
12. Mastic Floor Spreaders and Layers.....	1.25	48	1.20	48
13. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over; or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and drag-lines not specified in "A" hereof; irrespective of motive power.....	1.65	48	1.45	48

SCHEDULE "A" PART I—continued

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same.....	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.25	48	1.15	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled laborers.....	1.25	48	1.15	48
14. Painters, Decorators, Paperhangers and Glaziers.....	1.65	40	1.60	48
Swing Stage and Spray Painters.....	1.75	40	1.70	48
15. Plasterers.....	2.10	40	1.95	44
16. Journeymen of the Plumbing and Pipefitting Industry.....	2.00	40	1.60	44
Helpers.....	1.25	40	1.15	44
17. Roofers—Mop Handlers.....	1.25	48	1.20	48
18. Sewer and Underground Construction Work—				
(a) Caisson Workers.....	1.25	48	1.20	48
(b) Laborers.....	1.05	48	1.00	48
(c) Pipe Layers.....	1.10	48	1.05	48
(d) Tunnellers.....	1.10	48	1.05	48
19. Sheet Metal Workers.....	1.75	42½	1.45	48
20. Shinglers.....	1.50	40	1.40	48
21. Stonecutters.....	1.75	44	1.60	48
22. Stonemasons.....	2.10	40	1.95	44
23. Terrazzo and Oxychloride Workers—				
(a) Layers.....	1.75	40	1.75	48
(b) Machine Rubbers (Dry).....	1.25	48	1.20	48
(c) Machine Rubbers (Wet).....	1.05	48	1.05	48
24. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.90	40	1.75	44
25. Tile Setters (plastic, metal, asphalt, rubber and linoleum).....	1.40	40	1.25	48
26. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.35	48	1.35	48
27. Truck Drivers (while in charge of truck on construction work only).....	1.25	48	1.20	48
28. Watchmen.....	.80			

SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

29. The following schedule shall apply from and after May 1st, 1954, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Minimum Basic Wage Rate Per Hour	Maximum hours of straight time rates over each two-week period
	\$	
30. Aggregate Batch Man.....	1.00	108
31. Asphaltic Oil Distributor Driver.....	1.00	108
32. Blade Grader (12 H.P. and over) Operator.....	1.00	108
33. Concrete Finisher.....	1.00	108
*34. Concrete Paver Operator.....	1.25	108
*35. Dragline, Shovel and Crane Operator.....	1.30	108
36. Elevator Grader Operator.....	1.00	108
37. Engineer, Stationary Boiler.....	1.15	108
38. Laborers.....	.95	108
39. Motor Patrol Operator.....	1.00	108
40. Roller Operator, 6-ton and over, steel wheels.....	1.05	108
*41. Scraper and Bull Dozer Operator.....	1.15	108
42. Spreader and Finishing Machine Operator.....	1.00	108
43. Teamsters.....	.90	108
44. Teamsters and Two-Horse Teams.....	1.15	108
45. Teamsters and Four-Horse Teams.....	1.40	108
46. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.10	108
47. Tractor Operators, 50 h.p. drawbar or over.....	1.00	108
48. Tractor Operator, under 50 h.p. drawbar.....	.95	108
49. Truck Drivers.....	1.00	108
50. Watchman and Flagman.....	.75	

51. Where due to emergency or inclement weather, less than 108 hours are worked in any two week period an employer may, during the next two week period employ his employees at straight time rate for as many hours additional to the regular 108 hours as have been lost during the preceding two week period.

*** Probationary Rates—**

52. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department by registered mail a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.
- (2) Subsection (1) is applicable only to Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

Labour Legislation in Quebec in 1954

Amendment to Labour Relations Act bars certification of an association with Communist officers. Change in Public Services Employees Act decertifies public service unions that engage in illegal strike

The Quebec Legislature, which met on November 18 and prorogued on March 5, passed amendments to the Labour Relations Act which declare an association ineligible for certification if any of its organizers or officers adhere to the Communist Party, and to the Public Services Employees Disputes Act to provide

for the decertification of a union representing public service employees which engages in an illegal strike.

A further sum was voted for the project under which the Government bears interest charges over two per cent on loans made by credit unions or loan societies for the construction of family dwellings.

Labour Relations

The Labour Relations Act was amended to provide that a union is not a *bona fide* association eligible to be certified if it tolerates among its organizers or officers one or more persons "adhering to a communist party or movement". Certification of such a union is to be refused or revoked by the Board. The Bill as introduced also had reference to one or more persons "adhering to the communist doctrine" but this phrase was dropped in passage.

This provision is new in Canadian labour legislation. The usual stipulation in labour relations Acts is that the applicant for certification must be an association formed for the purpose of regulating relations between employers and employees.

The Canada Labour Relations Board in 1950, after examining the activities of the Canadian Seamen's Union over a period of time, held that it was not an association conforming to this definition and revoked its certification. This decision was upheld in court (L.G., 1951, p. 697). In 1953, in a case involving a decision of the Nova Scotia Labour Relations Board, the Supreme Court of Canada held that the Board did not have authority to disqualify a union on the ground that one of its officers was a Communist, the other conditions for certification having been met (L.G., Aug. 1953, p. 1172). In the United States the Labour-Management Relations Act has since its enactment in 1947 contained a provision that a union is denied access to the National Labour Relations Board unless each union officer has filed an affidavit that "he is not a member of the Communist Party or affiliated with such party", and that "he does not believe in, and is not a member of or supports any organization that believes in or teaches, the overthrow of the United States Government by force or by any illegal or unconstitutional methods".

The Quebec amendment was made retroactive to February 3, 1944, the date on which the Act to constitute a Labour Relations Board was assented to. The retroactive feature was introduced by an amendment made in the Legislative Council.

A new section provides that the Board, before cancelling or revising one of its orders, must hold a hearing and give the parties at least five clear days' notice of its time and place. If either of the parties fails to appear or refuses to be

heard, the Board may nevertheless proceed to determine the matter and no judicial recourse may be founded on the fact that it proceeded in the absence of an interested party. The Supreme Court of Canada, in *L'Alliance* case (L.G., Aug. 1953, p. 1177), held that the Board had a duty to hear both parties on any issue it decides and that an order made without a proper hearing was invalid.

For the purposes of the Act, the Attorney-General, or any crown prosecutor, is given the powers assigned to him by Article 311a of the Code of Civil Procedure, that is, he may "*ex officio* and without notice take part in the trial and hearing as if he were a party thereto". This provision was added by an amendment to the Bill introduced in the Legislative Council, following representation from the Quebec Federation of Labour that the Bill would be more acceptable if it provided for the Attorney-General initiating proceedings before the Labour Relations Board, since they feared indiscriminate charges by irresponsible persons.

The quorum of the Labour Relations Board is fixed by the amendment as the majority of the members in office, instead of the majority of the members of the Board, as before. Under the Act, the Board is to consist of a chairman, vice-chairman, and five other members, but a vacancy among the members does not have the effect of dissolving the Board.

The sittings of the Board are to be presided over by the chairman of the Board or member designated by him and the majority of votes of the members present constitutes the decision of the Board. In case of a tie, the chairman, or the member designated by him to act as chairman, has a casting vote. A decision signed by all the members of the Board is to have the same value as a resolution passed at a regular sitting.

Public Services Employees

The Public Services Employees Disputes Act, which applies to the provincial and municipal public service, including school corporations, to hospitals and charitable institutions under the Quebec Public Charities Act, and to public utility services, was amended to make the decertification of a bargaining agent automatic if an illegal strike occurs. Under the Act strikes and lockouts are prohibited in all circumstances.

The new provision states that an association which orders, declares or encourages, or whose directors order, declare or

encourage, or whose members carry out, a strike or lockout prohibited by the Act shall forfeit, *ipso facto* and by operation of law, the right to certification as bargaining agent. The Labour Relations Board may subsequently grant a certificate to such a group whenever, for reasons which it deems valid, it considers it advisable to do so. By an amendment in the Legislative Council the provision was made retroactive to February 3, 1944.

Professional Syndicates

The Professional Syndicates' Act was amended in respect to the provision for voluntary or judicial dissolution of a syndicate. The Act sets out the manner in which the assets of a syndicate, when it is liquidated, are to be disposed of. After costs of liquidation and the debts of the syndicate have been paid, the property derived from gifts or legacies has been disposed of as required, and provision has been made for the maintenance of any benefit plans operated by the syndicate, any remaining assets are to be devoted to one or more similar undertakings. The amendment authorizes the Provincial Secretary and the Minister of Labour, rather than the Lieutenant-Governor in Council, as formerly, to

designate the "one or more similar undertakings" which are to receive the remaining assets.

Housing

An Act to authorize further credits to improve housing conditions added \$15,000,000 to the \$40,000,000 granted since 1948 by the Provincial Government towards the payment of interest charges on loans for family dwellings.

On the recommendation of the Quebec Farm Credit Bureau, which administers the legislation, the Lieutenant-Governor in Council may now make the Act applicable to houses of more than two dwelling units in a particular city or town. Previously, the plan was limited to a house of one or two dwellings.

Also on the recommendation of the Bureau, the Lieutenant-Governor in Council may extend to employees who obtain housing loans from their employers the benefits of the guarantee and contribution of interest. At the same time the Act under which companies are authorized to make housing loans to their employees was amended to permit the company to charge interest on the loan at a rate up to six per cent instead of up to four per cent, as previously.

Quebec to Consider Steps to Protect Public against Strike Abuses

Quebec's Premier said recently that his Government intends to consider what steps could be taken to protect society against possible strike abuses.

Hon. Maurice Duplessis made this statement to a delegation of the Professional Association of Industrialists when that Quebec employers' organization presented its annual brief to the provincial Government.

Adding that the right to strike has, in certain cases, become a right to create disorder, the Premier promised the PAI that he would co-operate with employers and employees in seeing that the interests of the community are not threatened by strikes.

These remarks by the Premier fitted in with a request made by the PAI to the effect that no strike should be legally declared or set in motion until the majority of the workers connected with the concern had decided upon it by secret ballot.

The Quebec Premier also told the employers' delegation that the manufacturers should get together in launching a publicity campaign aimed at putting the public on guard against agitators in industry.

The PAI brief also dealt with the Labour Relations Board, expired bargaining certificates, arbitration courts and the mandates of these courts.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1035, May 13, 1954

The appeal in respect of claimants Guthro, O'Reilly and Ulvestad was not brought within the period of time prescribed by the law. I have nevertheless allowed it to proceed by virtue of Section 60 (now 62) of the Act.

The claimants, some 158 in all, are ordinarily employed in the fishing industry of the province of British Columbia, either as shoreworkers, tendermen or salmon packers. In the late summer or the early fall of 1952, they lost their employment. At that time, there was a controversy or dispute taking place between the fishermen proper and the Fisheries Association (which consisted of about 13 fishing companies) over the minimum price to be paid for chum salmon. A month or two previous—on July 25 to be precise—the United Fishermen and Allied Workers' Union had, on behalf of its "salmon-net fishermen members", signed an agreement with the Fisheries Association which was identical to that reached two days before between the said Association and the Native Brotherhood of British Columbia—the Native Brotherhood is an association of Indians registered under the Societies Act of British Columbia, the purpose of which is to promote the welfare and interests of the Indians.

The said agreement provided for the minimum prices to be paid for all net-caught salmon except chum salmon. The price of fall chum salmon was to be fixed at a meeting of the Association and the Union which was to take place at a later date. On August 27, the Union met the fishing companies to open talks regarding that matter but no settlement was reached. Shortly thereafter a number of salmon-seine boat crews stopped fishing and proceeded to their home ports to await a settlement of the dispute.

On September 6, 1952, after a further session with the Association had ended in a deadlock, the Union decided to call a strike of the salmon-net fishermen. On

September 22, 1952, at a meeting of representatives of the Fisheries Association and the Joint Fishermen's Negotiating Committee comprised of officers of the Union and the Native Brotherhood, the Brotherhood announced that it would sign an agreement with the Association and that as far as it was concerned fishing would be resumed by its members on Wednesday, September 24. The representatives of the Union then announced that such an agreement would be considered as strike breaking and unfair. On September 23, the tendermen at a meeting of their local "voted to reiterate the traditional union position that fish declared 'unfair' by the fishermen was 'hot' and would not be handled by union members". Two days later, the shoreworkers' local of the Union also held a meeting and voted to carry out the same policy. As there were no tendermen to pack any fish caught, the seiners manned by members of the Native Brotherhood which had proceeded to the fishing grounds returned to their home ports.

On October 18, 1952, the differences between the Fisheries Association and the Union were settled and the next day salmon-net fishing was resumed.

As a consequence of the vote taken by the shoreworkers, the tendermen and the packers on September 23 and 25, the Insurance Officer disqualified the claimants interested in this appeal from receipt of benefits because, as from the said dates, they had in his opinion become participants in a labour dispute within the meaning of the Act either because of their membership in the Union or because they belonged to a grade or class of workers, some of whom were participating in the dispute. Those who had filed a claim for benefit prior to these dates were cut off from benefit as from September 23 or September 25, depending on which local they belonged to, and those who filed a claim subsequent to these dates were also denied benefit until the end of the stoppage of work.

The claimants appealed to a Court of Referees, which, after having held lengthy hearings on February 5, 1953, and April 30, 1953, during which it heard some of the claimants and representatives of the employers and the Union, unanimously maintained the decision of the Insurance Officer.

From the decisions of the Court of Referees, the Union, through its Research Director, Mr. William Rigby, appealed to the Umpire on the grounds (1) that in view of the nature of the relationship between the fishing companies and the fishermen, there was considerable doubt that the controversy which took place in the latter part of 1952 had been a labour dispute within the meaning of the Act and (2) that even if it was a labour dispute within the meaning of the Act, the disqualification of the claimants under Section 39 (now Section 41) was nevertheless "unjustified".

In support of ground (2) the Union, briefly, contended (a) that the passage of a resolution at closed union meetings in opposition to the handling of hot fish and the publicity given to such resolution did not constitute adequate "proof of participation in a stoppage of work"; (b) that there was no proof of a work stoppage by the tendermen on September 23 or by the shoreworkers on September 25, 1952—in fact some workers in the grades or classes which were deemed to have become participants as from September 23 and 25 were working at their ordinary employment between these dates and October 19, 1952, while others had been laid off a few weeks before on account of economic circumstances; (c) that the Insurance Officer had erroneously considered all the shoreworkers to be in a single grade or class since "a grade or class of workers (net workers, warehouse workers, etc.) for whom the performance of the intent (resolution) is an occupational impossibility cannot be said to have engaged in a stoppage of work of their particular grade or class"; (d) finally, that in view of the fact that fishermen are employed on boats the dispute in which they were engaged could not be said to have taken place at the "factory, workshop or other premises" at which any grade or class of shoreworkers was employed.

* * *

I have read with great interest the brief submitted by Mr. Rigby, Research Director of the United Fishermen and Allied Workers' Union, and, although I do not agree with many of his conclusions, I must say that his thorough description of the fishing industry in the province of British

Columbia and of the conditions prevailing therein at the time of the fishermen's strike has helped me considerably in determining the merits of this case.

Mr. Rigby has suggested that inasmuch as a labour dispute within the meaning of the Unemployment Insurance Act refers only to a dispute between employers and employees (or between employees and employees), the preliminary question for me to decide was the nature of the relationship between the fishermen and the fishing companies.

I do not think that it is either necessary or relevant to delve into this matter.

Our only concern is the character assumed by the dispute on September 23 and 25, 1952, when the tendermen and shoreworkers at union meetings decided not to handle any net-caught fish until the prices had been agreed upon.

On those dates the tendermen and shoreworkers, or the union on their behalf, made in effect their further employment conditional on their employers' acceptance of the terms laid down by their brother fishermen and, since the employers refused to yield to such coercion, the dispute, which so far had implicated only the fishermen and the Fisheries Association, extended also to *their groups and consequently* to the "factory workshop or other premises" at which they were employed. If the dispute had not been up to then a labour dispute within the meaning of the Act, there can be no doubt that at that moment it became one between the companies and the tendermen and shoreworkers.

That the tendermen and shoreworkers' action created an additional stoppage of work leaves no doubt in my mind. I am not concerned with the merit of their decision nor the stand taken by the Native Fishermen on September 22 to resume fishing but I am satisfied, in the light of the evidence on file, that had they not decided not to handle "hot" fish caught by the Native Fishermen, the operations of the fishing industry in British Columbia would not have been further curtailed but in fact would have soon experienced an increase of activity.

I differ with Mr. Rigby's opinion, therefore, that the passage of resolutions in opposition to the handling of "hot" fish and the publicity given to such resolutions were inadequate proof of participation in a labour dispute. The employers had every right to believe that the individuals concerned would carry out their announced intention and accordingly they took measures to meet the situation. By passing

such resolutions, the tendermen and shoreworkers in effect were engaging in a dispute with their employers or at least altering the character of the already existing one, and thereby committing a positive act of participation within the meaning of Section 39, now 41, of the Act.

Mr. Rigby has contended that the shoreworkers, like the net workers, warehouse workers, etc., could not be said to have engaged in a stoppage of work of their particular grade or class because the carrying out of the resolutions passed on September 23 and 25 was "an occupational impossibility".

Section 41 of the Act prescribes that a person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory . . . at which he was employed.

The work referred to in the expression "stoppage of work" is not the particular worker's labour but the work carried out at the factory or other premises at which the worker is employed. It is sufficient, therefore, for the application of that section (subject of course to the relief provided under subsection (2)) that there exists a stoppage of work caused by a labour dispute at the claimant's place of employment and that he has lost his employment by reason of that stoppage.

This brings me to the all important question as to whether or not all the claimants interested in this appeal can be deemed to *have lost their employment* by reason of the stoppage of work due to the labour dispute engaged in by the tendermen's and shoreworkers' locals on September 23 and September 25, 1952.

In other words, can the theory of agency (the union participating in the dispute as the agent of each individual member), which sometimes is applied in cases dealt with under Section 41, serve here as the basis for a disqualification of all the claimants irrespective of whether or not they were actually in employment when the resolutions were passed at meetings of their union?

The Insurance Officer has come to that conclusion and he has rested his finding mainly on a previous decision of mine, namely, CU-B 540.

CU-B 540 deals with the case of employees of a textile factory some of whom had been laid off as a result of a partial stoppage of work due to a labour dispute concerning the question of a bonus plan for members of another department (weave room) and were cut off from receipt

of benefit under Section 41 of the Act, when the said partial stoppage of work became a total one. It was found that at that stage they acquired a positive and direct interest in the dispute inasmuch as the question of the renewal of an existing bargaining agreement covering all the employees had then become part and parcel of the dispute.

While the case before me presents similar aspects it differs in some essential elements.

We have the progressive lay-off of employees due to the original dispute; we have also a complete or a nearly complete stoppage of work as a result of the new dispute or the change of character in the already existing one.

Where it differs, however, essentially with decision CU-B 540 is in the fact that at no time during the dispute or disputes did the claimants have in interest within the meaning of Section 41 of the Act. Moreover, whereas in CU-B 540 it was clear that, at the final stage, the employment or re-employment of all the claimants was conditional on the settlement of the dispute in which they had a direct interest, it is very doubtful whether *all* the tendermen and shoreworkers concerned in this appeal, actually and without distinction, suffered a loss of employment during the stoppage of work, *because of the decision* made by their respective locals to enter into the dispute.

There is evidence on file which indicates that at least in one part of the province canneries had closed and fishing had stopped as early as August 28, 1952, in view of an overflowing market and the decision made by the federal authorities to close some of the fishing grounds; there is also satisfactory evidence that other canneries which had closed their doors as a consequence of the dispute of the fishermen would not have re-opened them for the season irrespective of the action taken by the tendermen's and shoreworkers' locals. It is true that some of the operators of these canneries informed the auditors of the Unemployment Insurance Commission that had it not been for the dispute, they would have, as in previous years, carried on their normal operations until a much later date. In making that statement, however, the operators had reference to the fishermen's dispute as a whole, which cannot be our criterion in deciding the issue.

For those reasons, I cannot in all fairness endorse the decision of the Insurance Officer, which decision was confirmed by the Court of Referees, to disqualify all the claimants whether they had been laid off prior to or as a consequence of *the stoppage*

of work caused by the passage of the resolutions hereinbefore referred to. While I consider that the tendermen and shore-workers who were employed on or subsequent to September 23 or 25 and were laid off prior to October 19 must accept the consequence of their membership in the union and be disqualified in accordance with the requirement of the law, I do not feel that I should maintain the decision of the Court of Referees in the case of the claimants who lost their employment prior to September 23 or 25.

The present decision, wherein the element of doubt weighs considerably in favour of the claimants whose appeals are maintained, is not intended to cast a reflection on the adjudication of the Insurance Officer or the members of the Court of Referees who, it will be readily appreciated, went thoroughly and impartially into the case.

The appeal in so far as the claimants who lost their employment before the 23 or 25 of September are concerned is therefore allowed and the appeal of the remainder is disallowed.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit and number of applicants on live register declined substantially during April, statistics* show

Claims for unemployment insurance benefit declined during April.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during April a total of 158,411 initial and renewal claims were received at local offices of the Unemployment Insurance Commission, compared with 248,421 during March and 117,171 during April 1953.

There was a substantial decline in the number of ordinary claimants on the live unemployment insurance register on April 30, when they totalled 338,374 (280,395 males and 57,979 females) compared with 412,999 (350,890 males and 62,109 females) on March 31. On April 30, 1953, ordinary claimants numbered 215,242 (179,024 males and 36,218 females). On April 30, an additional 36,684 claimants were on short-time and 3,887 were on temporary lay-off.

Entitlement to benefit was granted in 119,633 of the 177,588 initial and renewal claims disposed of at adjudicating centres during April. Non-entitlements totalled 65,539 (including 7,584 disqualifications on revised and supplementary benefit claims), of which 48,422 resulted from claimants' inability to comply with basic contribution requirements. Among the chief reasons for disqualification were: "voluntarily left employment without just cause" 4,945

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

cases; "not unemployed" 3,216 cases; and "not capable of and not available for work" 2,239 cases.

New beneficiaries during the month totalled 108,692, compared with 152,611 during March and 83,659 during April 1953.

During April, a total of \$25,381,926 was paid in compensation for 7,997,163 days (of which 88,402 were disability days), as against a total of \$32,160,928 and 10,127,126 days (including 100,443 disability days) during March and \$16,389,294 and 5,225,796 unemployed days during April 1953.

For the week April 24-30, an estimated 375,266 beneficiaries were paid \$6,579,559 in respect of 2,075,460 days (including 24,563 disability days), in comparison with an estimated 348,574 beneficiaries who received \$6,376,280 in respect of 2,000,719 days (of which 20,639 were disability days) during the week March 27-April 2. During the week April 25-May 1, 1953, 196,315 beneficiaries were paid \$6,634,010 in respect of 1,159,164 unemployed days.

(Continued at bottom of following page)

*See Tables E-1 to E-7 at back of book.

Wages. Hours and Working Conditions

Wage-Rates and Hours of Work in Municipal Government Service

Majority of 77 Canadian municipalities made some upward adjustment in wages and salaries of police, firefighters and labourers in 1953

The majority of Canadian municipalities granted pay increases to their employees in the 12 months preceding October 1953, it was revealed by an analysis of returns from 77 centres in the Department's annual survey of wage rates and salaries. The survey is conducted by the Economics and Research Branch.

The table on the following pages indicates the maximum basic salaries* for police constables and firefighters, hourly wage rates for Works Department labourers, and standard hours of work per week for each of the three job categories. The data apply to the pay period preceding October 1, 1952 and 1953.

The salaries of both police constables and firefighters were highest in Vancouver, New Westminster and Toronto, and lowest in some of the smaller centres in the Maritime Provinces and Quebec. In a number of centres, particularly throughout Ontario and the Prairie Provinces, police constables received higher salaries than firefighters, although the differential was not usually great. While the opposite relationship obtained in a small number of cities, it was more common for both classes of employees to receive identical salaries.

The hourly wage rates shown for labourers are for Works Department employees only, although it is common for labourers in other civic departments to receive the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and

the higher one the maximum rate paid to labourers, generally to those engaged in more arduous or difficult work or to those who have received a length-of-service increment.

The rates paid to labourers in October 1953 varied from 70 cents an hour, the starting rate for such employees in Charlottetown, to \$1.56, the top rate in Vancouver.

In 40 of the 63 centres for which information was reported, firefighters received increases averaging about \$246 a year, compared with \$311 in 1952. In 38 of 68 localities reporting, police constables were given raises that averaged \$204 compared with \$307 the year before.

Six communities reported slightly lower salaries for either or both occupations. These decreases were the result of cost-of-living adjustments.

(Continued from preceding page)

The average daily rate of benefit for the week April 24-30 was \$3.17, compared with \$3.19 for the week March 27-April 2 and \$3.14 during the week April 25-May 1, 1953.

Supplementary Benefit

The period during which supplementary benefit is operative terminated on April 15.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for April show that insurance books or contribution cards have been issued to 3,029,605 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At April 30, employers registered numbered 257,036 for the month of April.

*The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for uniforms, boots, transportation, etc. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

WAGE RATES AND HOURS OF LABOUR IN MUNICIPAL GOVERNMENT, OCTOBER 1952 AND 1953

Note: For 1953, the standard hours per week generally apply to October but in a few cases any changes that may have occurred subsequent to April are not known.

Municipality	Police Constable			Firefighter			Labourer		
	Maximum Basic Salary per Year		Standard Hours per Week	Maximum Basic Salary per Year		Standard Hours per Week	Wage Rate per Hour		Standard Hours per Week
	1952	1953		1952	1953		1952	1953	
Newfoundland—									
Bell Island.....									
Corner Brook East.....									
Corner Brook West.....									
St. John's.....		2,715			2,715				
Prince Edward Island—									
Charlottetown.....	2,160	2,100	48				.70-1.05	.70-1.02	43&48
Nova Scotia—									
Glace Bay.....	3,035	3,035	52				1.10	1.20	48
Halifax.....	2,880	3,000	50	2,880		72	1.00-1.11	1.06-1.27	44
Sydney.....	2,820	2,940	48	2,760	3,000	72	1.09½	1.14	48
New Brunswick—									
Fredericton.....	2,580	2,880	48	2,400	2,880	84	.80-.93	.85-1.07	48
Moncton.....	3,036	3,036	44	2,016	3,016	84	1.02	1.13	44
Saint John.....	2,845	3,020	40	2,845	3,020	68	1.20	1.20	40
Quebec—									
Cap de la Madeleine ³	2,600	2,600	56	2,600	2,600	56	.75	.75	48
Drummondville.....	3,328	3,224	56				.70-.85	.85-1.00	48
Hull.....	2,621	3,000	48	2,891	2,391	72	.85	1.00	47
Joliette.....		2,760						1.00	
Lachine.....	2,864	2,864	48	2,864	2,964	48	.95	.95	48
Magog.....	2,889	2,889	60				.83 & .97	.93	48
Montreal.....	3,503	3,481	48	3,503	3,481	63	1.03-1.15½	1.02-1.12	44
Quebec.....	2,704	2,704	48	2,592	2,592	72	.70-.81	.95	45
St. Hyacinthe ¹	2,464	2,932	60	2,464	2,932	60	.63&1.00	.63&1.00	44
St. Jean.....	2,704	2,964	60				.75-1.05	1.01-1.26	54
St. Jerome.....	2,756	2,760	48	2,756	2,964	72	.80	1.00	44
Shawinigan Falls ³	2,600	2,600	56	2,600	2,964	56	.95	.95	44
Sherbrooke.....	3,037	3,121	48	3,141	2,600	72	.85&1.02	1.06	48
Sorel ²	2,600	2,600	56	2,600	2,600	56	.75&.85	.85&.95	48
Trois Rivières ³	2,912	2,912	56	2,912	2,912	56	.79&.81	.79&.81	44
Verdun.....	3,501	3,438	48	3,501	3,438	68	1.00-1.05	1.00	45
Westmount.....	3,350		48	3,450		72	.95&1.00		50
Ontario—									
Belleville.....	3,080	3,230	48	2,850	3,050	56	.95		44
Brantford.....	3,196	3,500	48	3,240	3,307	56	1.24	1.25&1.30	44
Brockville.....	2,925	3,100	48	2,900	3,010	56	.90&.98		48
Chatham.....	3,260	3,260	48	3,093	3,545	56	1.14-1.27	1.25-1.41	44
Cornwall.....	2,950	2,950	48	2,900	2,900	60	.95		44
Fort William.....	3,277	3,277	44	3,120		48	1.06½&1.10½	1.10-1.19	44

Galt.....	3,140	3,375	48	48	48	2,625	3,100	56	56	56	1.03&1.08	1.15	45	44-50
Guelph.....	3,300	3,465	48	48	48	2,900	2,900	56	56	56	1.03&1.08	1.09&1.14	40&42	44
Hamilton.....	3,200	3,260	44	44	44	3,189	3,588	48	48	48	1.12			44
Kingston.....	3,265	3,822	48	48	48	3,235	3,825	56	56	56	.96	.96&1.03	44	44
Kirkland Lake.....	3,221	3,051	48	48	48	3,201	3,201	56	56	56	1.01-1.16	1.01-1.16	48	48
Kitchener.....	3,281	3,324	48	48	48	3,250	3,600	56	56	56	1.15	1.20	44	44
London.....	3,480	3,081	48	48	48	3,271	3,670	56	56	56	1.11	1.11	45	45
Niagara Falls.....	3,400	3,480	44	44	44	3,271	3,271	56	56	56	1.10-1.14	1.27-1.32	48	44
North Bay.....	3,600	3,500	48	48	48	3,275	3,450	56	56	56	1.17&1.22	1.22-1.32	44	44
Oshawa.....	3,600	3,600	48	48	48	3,225	3,568	56	56	56	1.09-1.24	1.22-1.32	44	44
Ottawa.....	3,150	3,150	44	44	44	3,150	3,584	56	56	56	.85	.85	44	41
Owen Sound.....	3,461	3,461	44	44	44	3,052	3,052	56	56	56	.90-1.10	.90-1.10	47	47
Peterborough.....	2,850	3,450	44	44	44	3,248	3,450	56	56	56	.95-1.10	1.18-1.28	45	45
Port Arthur.....	3,240	3,450	44	44	44	3,081	3,081	48	48	48				48
St. Catharines.....	3,250	3,500	44	44	44	3,307	3,500	48	48	48	1.15&1.20	1.15&1.20	48	48
St. Thomas.....	2,971	3,010	48	48	48	3,007	3,007	56	56	56	1.28&1.34	1.28&1.34	44	40
Sarnia.....	3,300	3,500	48	48	48	3,300	3,480	56	56	56	1.27	1.40	44	44
Sault Ste. Marie.....	3,480	3,540	40	40	40	3,480	3,511	48	48	48	1.14	1.14	47	47
Stratford.....	3,100	3,425	48	48	48	3,025	3,025	56	56	56	1.13	1.13	40	40
Sudbury.....	3,545	3,330	44	44	44	3,545	3,545	56	56	56	1.14	1.20	44	44
Timmins.....	3,240	3,330	48	48	48	3,216	3,294	48	48	48	.95-1.15	1.12-1.30	44	44
Toronto.....	3,775	3,775	40	40	40	3,782	3,782	56	56	56	1.37	1.37	40	40
Welland.....	3,300	3,500	48	48	48									
Windsor.....	3,500	3,500	40	40	40	3,500	3,500	56	56	56	1.37&1.43	1.50	40	40
Woodstock.....	3,000	3,200	48	48	48	2,750	2,950	56	56	56	1.00&1.05	1.15-1.30	44	44
Manitoba—														
Brandon.....	2,460	2,880	48	48	48	2,400	2,700	56	56	56	.94	.94	44	44
St. Boniface.....	2,995	3,201	48	48	48	2,679	3,028	48	48	48	1.00-1.25	1.00-1.25	40	40
Winnipeg.....	3,290	3,480	44	44	44	2,964	3,480	44	44	44	1.02&1.07	1.12-1.32	44	40
Saskatchewan—														
Moose Jaw.....	3,182	3,354	44	44	44	2,736	2,916	56	56	56	1.00	1.08	42	40
Prince Albert.....	2,940	2,940	44	44	44	2,773	2,886	60	60	60	1.00-1.10	1.08	44	44
Regina.....	3,372	3,372	42	42	42	3,018	3,018	48	48	48	.92-1.25	1.09-1.32	40	40
Saskatoon.....	3,174	3,333	42	42	42	2,768	3,012	48	48	48	.90-1.06	1.05-1.28	44	44
Alberta—														
Calgary.....	3,356	3,490	40	40	40	3,356	3,457	48	48	48	1.22-1.20	1.22&1.31	40	40
Edmonton.....	3,200	3,402	40	40	40	2,881	3,282	48	48	48	1.02-1.16	1.25-1.31	40	40
Lethbridge.....	3,060	3,120	40	40	40	2,872	3,000	48	48	48	.95-1.15	1.10-1.20	40	40
Medicine Hat.....	3,120	3,180	42	42	42	2,812	2,886	48	48	48			40	40
British Columbia—														
Nanaimo.....	3,000	3,000	48	48	48	3,180	3,480	48	48	48	1.32	1.32	40	40
Nelson.....	3,672	3,744	40	40	40	3,102	2,934	48	48	48	1.18-1.28	1.30&1.41	44	44
New Westminster.....						3,684	3,828	48	48	48	1.44-1.40	1.40	40	40
Prince Rupert.....						3,684	3,868	48	48	48	1.50	1.50	40	40
Trail.....						3,300	3,576	48	48	48	1.30	1.40	44	44
Vancouver.....	3,816	3,948	40	40	40	3,816	3,948	48	48	48	1.36-1.46	1.41-1.56	40	40
Victoria.....	3,583	3,583	40	40	40	3,775	3,775	48	48	48	1.31&1.35	1.31&1.35	40	40

1 Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department shifts of 10 hours by day and 14 by night, are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

2 Two-platoon system: 60 hours on day shift, 84 hours on night shift.

3 Both police and firefighting duties performed by same men.

4 Two-platoon system: 66 hours on day shift, 78 hours on night shift.

5 Forty-four hours for garbage department, 40 hours for street cleaning, works and sewers.

6 January to October, 48 hours; November and December, 40 hours.

Non-Occupational Sickness and Accident Benefit Plans in Canadian Manufacturing

Four-fifths of the 6,476 establishments that made returns in survey of working conditions at April 1, 1953, reported having some form of sickness and accident benefit plan or cash compensation for wage loss

Some form of sickness and accident benefit plan, or an insurance policy providing cash compensation for wage loss, was reported in operation in about four-fifths of the manufacturing establishments making returns to the survey of working conditions at April 1, 1953, conducted by the Economics and Research Branch of the Department of Labour.

Employment in plants reporting these sickness insurance plans constituted 94 per cent of the total number of plant employees in establishments covered by the survey and 96 per cent of the office workers.¹

Employers were asked in the survey questionnaire if a sickness and accident benefit program was in operation in their establishments. The survey form provided for the reporting of plans providing, wholly or in part, for the cost of: (1) hospital care only; (2) physicians' services in hospital; (3) physicians' services in home, office and hospital; and (4) indemnification of employees against wage loss due to illness or accident. Employers were requested not to report coverage under workmen's compensation and in-plant medical care programs; establishments in British Columbia and Saskatchewan were asked to exclude their provincially sponsored plans.

There was considerable variation in the type or types of plan reported. Of the 5,112 establishments which indicated having a plan or plans, 23 per cent reported only one of the four types; in most of these cases it was hospital care. In the vast majority of cases two or more types of plan were reported.

Hospital care, either alone or in combination with other types of sickness and accident coverage, was reported in effect

in 4,700 establishments. These constituted 92 per cent of the total number reporting plans of some type, and they employed 725,000 plant and 170,000 office workers.

More than 72 per cent of the establishments with plans reported coverage for the cost of physicians' services, either in hospital only or at the doctor's office, at home and in hospital. These establishments employed 625,000 plant and 150,000 office employees.

Cash compensation plans, either alone or in combination with other sickness and accident plans, were reported in more than 3,000 establishments. These constituted 60 per cent of the total having some type of plan and almost one-half the total which replied to the survey.

Replies to another question in the same survey indicated that sick leave with pay was given to plant employees in about 16 per cent of the establishments, while it was given to office employees in about 80 per cent of the cases. The over-all indication is that, for plant employees, cash compensation for wage loss during absences due to non-occupational accidents or illnesses is much more common than paid sick leave.

Employer-Employee Sharing of Cost

Of the 5,112 establishments which reported having one or more of the sickness plans in operation, more than 37 per cent, accounting for about one-third of the plant workers and a similar proportion of the office workers, indicated a sharing of the premium between employers and employees on a 50/50 basis. Almost a quarter of the plants, employing 16 per cent of the non-office and 18 per cent of the office employees, reported no employer participation in the cost of the plans. In 7 per cent of the establishments employing 11 and 9 per cent of the plant and office workers respectively, the entire cost of the plan was reported borne by the employer. Further details on the proportion of premium borne by employers may be seen in the accompanying table.

¹The figures given in the table under "Employees" do not represent the numbers actually covered by the plans; they represent the total number of employees, non-office and office, who work in establishments in which such plans are in operation. The proportion of employees covered varies considerably from plant to plant. In some cases all employees of a plant are covered, but this is not always the case.

EXTENT OF NON-OCCUPATIONAL SICKNESS AND ACCIDENT BENEFIT PLANS
AND OF PREMIUM SHARING BETWEEN EMPLOYER AND EMPLOYEES IN
MANUFACTURING, APRIL 1, 1953

	Establishments		Employees			
	Number	Per Cent	Non-Office		Office	
			Number	Per Cent	Number	Per Cent
Extent of Plans						
Survey Coverage.....	6,476	100-0	802,805	100-0	183,183	100-0
Plan in Operation.....	5,112	78-9	753,303	93-9	176,568	96-4
No Plan in Operation.....	1,260	19-5	46,774	5-8	6,246	3-4
No information.....	104	1-6	2,728	0-3	369	0-2
Extent of Premium Sharing						
Plans in Operation.....	5,112	100-0	753,303	100-0	176,568	100-0
Proportion of Premium borne by Employer:						
Nil.....	1,188	23-2	120,641	16-0	31,668	17-9
5 to 24 per cent.....	88	1-7	15,833	2-1	3,502	2-0
25 to 49 ".....	448	8-8	67,856	9-0	18,566	10-5
50 ".....	1,901	37-2	266,111	35-3	60,361	34-2
51 to 74 ".....	437	8-6	75,488	10-0	17,427	9-9
75 to 99 ".....	104	2-0	10,711	1-4	1,882	1-1
100 ".....	368	7-2	80,324	10-7	16,161	9-1
Premium Shared but proportions not stated.....	298	5-8	76,348	10-2	16,675	9-4
No Information as to sharing.....	280	5-5	39,986	5-3	10,386	5-9

Half of Building Service Employees Get 7 or More Paid Holidays

Seven or more paid holidays a year are a feature in more than half the contracts covering workers of the Building Service Employees' International Union (AFL), according to the New York Department of Labor. In 15 per cent of the 1,243 contracts in effect, there is no paid holiday provision, although in some cases paid holidays are provided but are not a part of the collective agreement.

Paid holiday clauses are found in every agreement covering building service workers in factories and window cleaning and are much more common in contracts affecting

schools, office buildings and stores than among race tracks, ball parks, theatres and bowling alleys.

The usual number of paid holidays found in collective agreements was six. Of the agreements surveyed, four per cent provided for five or fewer paid holidays, 43 per cent for six, 27 per cent for seven, 13 per cent for eight and 13 per cent for nine.

Collective agreements covering workers in Canadian cities provide more paid holidays, on the average, than do those of cities in the United States. The majority of employees working on holidays earned double pay.

Brazilian Minimum Wage Raised by Presidential Decree

Sweeping upward revisions of Brazil's minimum wages were announced by President Vargas in a radio address to the nation on the Brazilian Labour Day (May Day).

The wage increases granted by presidential decree vary from region to region in the country. In Rio de Janeiro they raised wages 100 per cent to Cr\$2400 (about \$125) per month and in Sao Paulo

to Cr\$2300 (about \$120). In the state of Minas Gerais the increase amounted to 300 per cent, from Cr\$650 to Cr\$2000 (\$105).

Other benefits granted by the President in his address were the extension of social insurance to cover more people including farm workers, an increase in pensions to equal pre-retirement earnings, and the extension of medical assistance.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 172 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 104 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production (April Report).....	135	\$ 577,982.00
Post Office	13	165,827.19

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) No person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during May

During May the sum of \$869.90 was collected from five employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 27 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Herbert River Marsh N S: Hennessy & Spicer, construction of dyke & aboiteau. *Lower Truro Marsh N S:* Hennessy & Spicer, construction of dyke & aboiteau. *Minudie Marsh N S:* George Mills & Sons,

construction of dyke. *Onslow North River Marsh N S:* R K Chappell, construction of dyke & aboiteau. *Coyle Landry Marsh N B:* E R Stiles, construction of dyke.

Central Mortgage and Housing Corporation

St John's Nfld: Terminal Construction Co Ltd, landscaping. *Halifax N S:* L G Rawding Construction Ltd, grading of western slope, Garrison Barracks. *Wallace Hill N S:* L G Rawding Construction Ltd, *landscaping. *St John N B:* L G Rawding Construction Ltd, landscaping. *Arnprior Ont:* G James & Son, landscaping. *Aylmer Ont:* Hagersville Asphalt Paving Ltd, *laying of concrete slabs at entrances to parking lots. *Cobourg Ont:* Robert J Evans, landscaping. *North Bay Ont:* H H

Sutton, landscaping. *Oakville Ont:* Borgstrom Bros Ltd, landscaping. *Trenton Ont:* Borgstrom Bros Ltd, landscaping. *Winnipeg Man:* J H From, landscaping. *Winnipeg, East Kildonan, St James Man:* E Oswald & Son, exterior painting. *Regina Sask:* Yarmton Decorating Co Ltd, exterior painting. *Claresholm Alta:* Norman H Woods & Assoc Ltd, landscaping. *Penhold Alta:* A E Pollock, landscaping. *Ralston Alta:* Western Excavating Co Ltd, landscaping.

Department of Citizenship and Immigration

Near Amaranth Man: R E Turner, repairs to roof & parapet walls, Sandy Bay Residential School.

Defence Construction (1951) Limited

Bedford Basin N S: Arthur & Conn Ltd, construction of sub-station with connections to pumps. *Dartmouth N S:* R E Stewart Construction Corporation, construction of steel hangar, HMCS "Shearwater". *Sydney N S:* J P Porter Co Ltd, *dredging of berths in front of sheet piling walls & disposal of material, Point Edward Naval Base; George Mills & Sons Ltd, construction of base area including piling, walls, etc. *Camp Gagetown N B:* Chittick Ready Mixed Concrete, construction; operation & dismantling of central concrete mixing plant; Atlas Construction Co Ltd, installation of pipelines, service tunnel, etc; United Steel Corporation Ltd, *supply of process equipment for activated sludge type sewage treatment plant, including motors & driver. *Chatham N B:* Caldwell Construction Co Ltd, construction of transmitter bldg. *Coverdale N B:* M F Schurman Co Ltd, construction of combination stores & recreation bldg. *Bouchard P Q:* The Key Construction

Ltd, construction of magazines. *Montreal P Q:* The Key Construction Ltd, construction of various bldgs. *Three Rivers P Q:* John F Wickendon Co Ltd, renovation of Ex-Hart Street convent for use as RCAF Reserve Accommodation Bldg. *Valcartier P Q:* A Deslauriers & Fils Ltd, construction of storage warehouse, Canadian Arsenal Ltd. *Camp Borden Ont:* Johnson Bros Co Ltd, conversion of existing bldgs to ordnance railhead depot. *Hamilton Ont:* Canadian Engineering & Contracting Co Ltd, construction of headquarters building; Ontario Electrical Construction Co Ltd, rewiring of armoury. *London Ont:* E P A Construction Co Ltd, construction of central heating plant, Wolseley Barracks; Sterling Construction Co Ltd, supply & installation of steam distribution system, Wolseley Barracks. *Ottawa Ont:* A S Peterson Ltd, extension & additions to DCED bldgs. *Trenton Ont:* H J McFarland Construction Co Ltd, preparation of site & construction of OR

Mess. *Uplands Ont*: Foster Wheeler Ltd, supply & installation of bituminous coal generating units; Argo Construction Ltd, construction of power plant bldg; B Perini & Sons (Canada) Ltd, construction of various bldgs. *Rivers Man*: John Plaxton Co Ltd, alterations to heating systems of various existing bldgs. *Cold Lake Alta*: Robertson-Irwin Ltd, supply, fabrication & erection of wall siding, floor & roof decking & fixed interior partitions, GCI Towers

Operations Bldg & passageway; C W Carry Ltd, supply, fabrication, erection & shop painting of structural steel, GCI Towers Operations Bldg & passageway. *Edmonton Alta*: Bird Construction Co Ltd, construction of garage & POL service station; Poole Construction Co Ltd, construction of a gate house, Griesbach Barracks. *Kamloops B C*: G W Ledingham Co Ltd, construction of aerial tramway system, RCN Magazine.

Building and Maintenance

Valcartier P Q: Frost Steel & Wire Co Ltd, installation of chain link fence, RCO Compound. *Aylmer Ont*: Lorne N McEwen, construction of extension to existing hospital. *Clinton Ont*: Goderich Manufacturing Co Ltd, construction of "Pre-Philco" training benches for TTS bldg. *Gloucester Ont*: Shore & Horwitz Construction Co Ltd, construction of com-

bined gatehouse & fire apparatus bldg. *Ottawa Ont*: L Gendron & Fils, renovation of existing low pressure steam heating system, Cartier Street School. *Shirley Bay Ont*: John Inglis Co Ltd, construction of cold room & supply & installation of refrigeration system. *Gimli Man*: Hudson's Bay Co, installation of floor covering in bldgs.

National Harbours Board

Halifax Harbour N S: Brookfield Construction Co Ltd, construction of carpenter's shop. *Vancouver Harbour B C*:

Kennett Construction Co Ltd, renewal of substructure & floor of shed 2 & surfacing & drainage of west apron, Lapointe Pier.

Department of Public Works

Cripple Creek N S: J P Porter Co Ltd, *dredging. *Dingwall N S*: McNamara Construction Co Ltd, *dredging. *Indian Point N S*: Cameron Contracting Ltd, wharf reconstruction. *John Vogler's Shore N S*: Michael C Campbell, breakwater repairs. *Main-a-Dieu N S*: R K MacDonald Construction Co Ltd, breakwater repairs & extension. *Caissie Cape N B*: Roger LeBlanc, *dredging. *Campbellton N B*: J P Porter Co Ltd, *dredging. *Dalhousie N B*: J P Porter Co Ltd, *dredging. *Hardwicke (French River) N B*: Roger LeBlanc, *dredging. *Point Sapin N B*: Yvon Leger, *dredging. *St John N B*: Hyman Davis, alterations & additions, Old Post Office Bldg. *Blackpool P Q*: Methe Freres Enrg, construction of bldg for Dept of Fisheries. *Hull P Q*: W D Laflamme Ltd, repairs to arches, Ottawa-Hull Couseway. *Mechins P Q*: Capt Irene Verreault, *dredging. *Ottawa Ont*: Sirotek Construction Ltd, alterations to External Depot bldg, for Dept of External Affairs; J J Shea & Co, installation of oil burning equipment, Rideau Hall; Otis Elevator Co Ltd, installation of freight elevator, Connaught Bldg; Ontario Building Cleaning Co, cleaning of stonework, etc, Hunter Bldg; Turnbull Elevator Co Ltd, supply & installation of Mercury Arc rectifiers, Jackson Bldg; Universal Electric, installation of electrical work, Fuel Testing Plant, Booth St; A Lancot Construction

Co, alterations to elevator, fire escape & protection system, Elgin Bldg & Annex. *Wheatley (Muddy Creek) Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements (breakwater repairs & extension—construction of sheet pile protection wall). *Virden Man*: Wyatt Construction Co Ltd, addition & alterations to public bldg. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, *construction & delivery of two welded steel hopper scows. *Athabasca Alta*: Bird Construction Co Ltd, erection of public bldg. *Calgary Alta*: Poole Construction Co Ltd, alterations & additions, Col Belcher Hospital. *New Westminster B C*: Ed Walsh & Co Ltd, construction of concrete retaining wall, Rlwy Bridge. *Prince George B C*: A P Anderson's Lumber Yard Ltd, alterations to old post office bldg for UIC. *Prince Rupert B C*: Saanich Plumbing & Heating, installation of boiler, Miller Bay Indian Hospital. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, *overhaul of dredge "PWD No 305" (King Edward) & attending plant; Totem Painting Co Ltd, exterior & part interior painting, Alvin Bldg; Totem Painting Co Ltd, washing down, exterior & part interior painting, Begg Bldg; Burrard Dry Dock Co Ltd, *overhaul of dredge "PWD No 303". *White Rock B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of wharf & floats & repairs to breakwater.

Department of Transport

Belle Isle Nfld: Tower Co Ltd, prefabrication & erection of staff dwelling. *Gander Nfld:* Eastern Woodworkers Ltd, construction of various bldgs; North Shore Construction Co Ltd, construction of water & sewer mains. *Dorval P Q:* Highway Paving Co Ltd, additional airport development. *Quebec P Q:* Cartier Construction Ltd, additional airport development. *Red Mill P Q:* Rapid Construction Ltee, construction of Three Rivers Coast Station. *White Island Reef, P Q:* Foundation Co of Canada Ltd, construction of steel &

concrete crib for substructure for light & fog alarm. *Downsview Ont:* Ontario Electrical Construction Co Ltd, airport lighting facilities. *Kitimat B C:* Northwest Construction Ltd, construction of Radio Beacon Station. *Baker Lake NWT:* Tower Co Ltd, prefabrication & erection of Arctic Staff Residence. *Resolute Bay NWT:* Tower Co Ltd prefabrication of sleeping quarters, utility building & connecting passage & installation of hot air heating system.

Prices and the Cost of Living*

Consumer Price Index, June 1, 1954

The consumer price index advanced 0.5 per cent from 115.5 to 116.1 between May 1 and June 1. The rise was almost entirely attributable to increased food prices.

Among other groups, shelter was the only one to advance.

The 0.6-point advance, only the second rise this year, was the largest since one of the same size during October 1951. The only previous 1954 increase was one of one-tenth of a point during March.

The index at June 1 stood 0.6 points below the 1953 high of 116.7, 1.7 points higher than last year's low of 114.4 and 2.1 points below the all-time high of 118.2 recorded January 1, 1952.

The food index rose from 110.2 to 112.0 as higher prices were reported for a wide range of items, in particular, meats, fresh vegetables, fresh and canned fruits, and coffee. A number of food items were unchanged in price while some others, notably butter and chicken, were lower.

The increase in shelter from 125.8 to 126.4 resulted entirely from higher rents.

Lower prices for nylon hosiery, combined with small scattered decreases among other clothing items, resulted in a decline of 0.2 per cent in the clothing index from 109.9 to 109.7.

In the household operation group, decreases for several electrical appliances, cotton sheets and garbage cans and seasonal declines for coal were more than sufficient to offset increases in a number of

services, cleaning supplies and furniture items. The index for this group fell from 117.3 to 117.1.

No significant changes were reported in other commodities and services and the index for this group remained at 117.5.

The index one year earlier (June 1, 1953) was 114.9. Group indexes on that date were: food 111.4, shelter 123.6, clothing 110.1, household operation 116.6 and other commodities and services 115.1.

City Consumer Price Indexes, May 1, 1954

Consumer price indexes for regional cities were relatively stable between April 1 and May 1. Four of the ten series remained unchanged, four declined and two advanced; the change in any city did not exceed 0.2 per cent.

Decreases for butter, eggs, fruits, lamb, veal and chicken and increases for coffee, tea, beef, pork and vegetables resulted in lower food indexes in five cities, higher indexes in four, while the Ottawa series was unchanged.

Shelter indexes, reflecting advances in rents, moved up in all cities except St. John's, where no change was recorded.

Clothing prices were practically unchanged and as a result clothing indexes showed no over-all movement in seven cities. Of the remaining three cities, two decreased slightly and one increased.

Decreases in appliances and cleaning supplies and seasonally lower coal prices predominated in the household operation group, while mixed changes were reported for furniture, floor coverings, utensils and other household equipment.

*See Tables F-1 to F-6 at back of book.

Other commodities and services indexes moved up in eight cities, principally because of increases in theatre admissions and hairdressing prices. Tire prices were lower in nine centres.

Regional consumer price index point changes between April 1 and May 1 were as follows: Halifax -0.2 to 113.6; Saint John -0.1 to 115.8; Winnipeg -0.1 to 114.8; Saskatoon-Regina -0.1 to 113.5; St. John's +0.2 to 102.2*; Edmonton-Calgary +0.1 to 114.4. Four cities remained unchanged: Montreal at 116.3; Ottawa at 115.5; Toronto at 117.7; and Vancouver at 116.9.

Wholesale Prices, May 1954

Wholesale prices were slightly higher in May. The Dominion Bureau of Statistics general index rose 0.1 per cent to 218.2 between April and May. While the change was small it marked the first 1954 increase in the total index.

Five of the eight major groups were firmer, led by an increase of 1.5 per cent in animal products.

Higher quotations for livestock, fresh and cured meats, raw furs, hides and leather more than offset decreases in milk and its products, fishery products, lard and tallow,

footwear, fowl and eggs, and the animal products index advanced to 244.5 from 240.9.

The vegetable products index moved up 0.3 per cent to 196.5 as advances for bananas, potatoes, cocoa beans, onions, barley and unmanufactured leaf tobacco, among others, outweighed decreases for feeds, vegetable oils, raw sugar, flour, oats, rye and flax.

A rise in the fibres, textiles and textile products group to 233.7 from 233.3 resulted from higher quotations for raw cotton, raw wool, both domestic and imported, worsted yarns and cloth. Nylon hosiery, cotton fabrics, woollen hosiery and knit goods and rayon fabrics were lower.

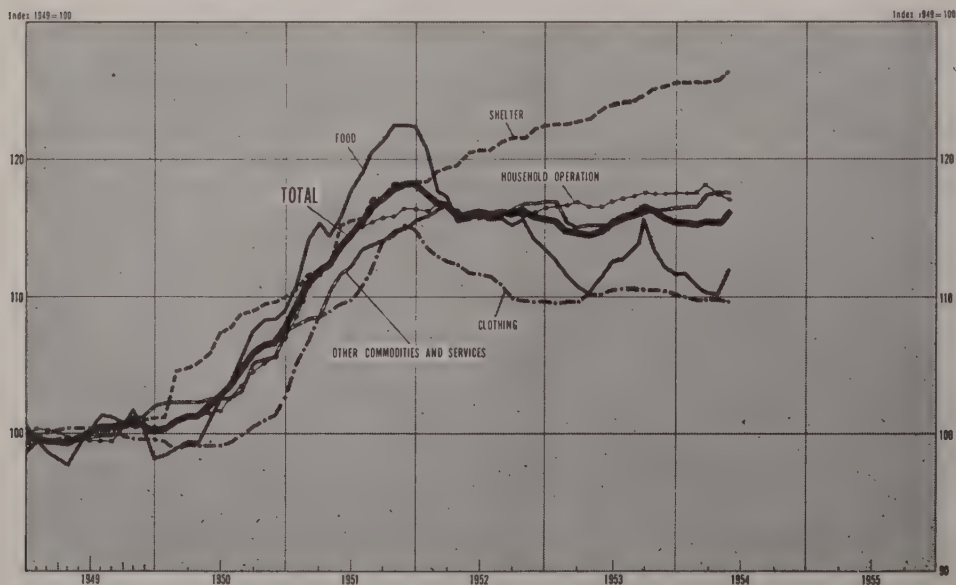
Slightly higher prices for newsprint and woodpulp, due to a firmer tone for the United States dollar, outweighed a decline in cedar lumber and were reflected in a gain of 0.2 per cent to 286.2 in the wood, wood products and paper group.

A rise of 0.2 per cent to 168.0 in the non-ferrous metals index reflected firmer quotations for copper and its products, gold, lead, zinc and silver, which overbalanced a decline in tin.

Of the three groups which moved down, iron and its products showed the largest decrease of 1.2 per cent to 211.7. This resulted from weakness in structural steel shapes, iron and steel pipe and wire.

*On base 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Decreases in imported coal, sand and gravel overbalanced strength in building tile, crude oil and sulphur to lower the non-metallic series 0.9 per cent to 176.7.

The index for chemicals and allied products weakened 0.1 per cent to 175.9 as a result of lower quotations for sodium cyanide and acetylene gas which outweighed upturns in shellac, sodium bichromate, carbon black and lithopone.

Canadian farm product prices at terminal markets moved up 2 per cent to 209.6 between April and May. Animal product prices lent principal support as the index for this series advanced 2.9 per cent to 268.0, following substantial increases in steers and hogs, and lesser changes for raw wool and eastern cheese milk and eggs. Decreases were noted for fluid milk, butter-

fat, poultry in eastern Canada and eggs and cheese milk in western Canada. An increase of 0.4 per cent to 151.2 in field products reflected higher quotations for potatoes, raw leaf tobacco, eastern barley and western hay. Lower quotations were recorded for eastern hay and western flax and rye.

Residential building material prices weakened 0.1 per cent to 275.9 as lower prices were registered for sand, gravel and cast iron water pipe, which overbalanced a firmer tone for spruce scantling and shellac. The index for non-residential building materials declined 1.2 per cent to 121.1 in May as decreases for structural steel shapes, sand, gravel, and soil pipe, among others, overweighed higher quotations for building tile and shellac.

Strikes and Lockouts

Canada, May 1954*

Fewer work stoppages resulting from industrial disputes were in existence during May than in April, only seven new stoppages occurring during the month. Comparatively little time was lost.

Disputes involving hotel and beverage room employees in four Alberta cities, garage workers at St. John's, Nfld., and safety glass factory workers at Windsor, Ont., caused more than two-thirds of the total idleness.

The question of increased wages and related causes was a factor in 10 of the 20 stoppages during May, causing 57 per cent of the idleness. Of the other disputes, three arose over reduced hours, three over causes affecting working conditions, two over suspensions or dismissals, one over union questions and one was a sympathy stoppage.

Preliminary figures for May 1954 show a total of 20 stoppages in existence during the month, involving 3,341 workers, with a time loss of 31,040 man-days, compared with 33 strikes and lockouts in April 1954, with 2,268 workers involved and a loss of 24,661 days. In May 1953 there were 30 stoppages, 4,752 workers involved and a loss of 36,097 days.

For the first five months of 1954 preliminary figures show a total of 74 strikes and lockouts, involving 16,164 workers, with

a time loss of 278,885 man-days. In the same period in 1953 there were 69 strikes and lockouts, 14,657 workers involved and a loss of 153,102 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May 1954 was 0.04 per cent of the estimated working time; April 1954, 0.03 per cent; May 1953, 0.04 per cent; the first five months of 1954, 0.07 per cent; and the first five months of 1953, 0.04 per cent.

Of the 20 disputes during May, one was settled in favour of the workers, one in favour of the employer, four were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 11 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B. on February 9, 1953, and sawmill workers at Stellarton, N.S., on October 19, 1953.)

*See Tables G-1 and G-2 at back of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the *British Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in March 1954 was 214 and 16 were still in progress from the previous month, making a total of 230 during the month. In all stoppages of work in progress 46,000 workers were involved and a time loss of 170,000 days caused.

Of the 214 disputes leading to stoppages of work which began in March, 13, directly involving 4,400 workers, arose over demands for advances in wages, and 81, directly involving 8,600 workers, over other wage questions; four, directly involving 100

workers, over questions as to working hours; 26, directly involving 6,000 workers, over questions respecting the employment of particular classes or persons; 86, directly involving 15,100 workers, over other questions respecting working arrangements; three, directly involving 500 workers, over questions of trade union principle; and one, directly involving 700 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for April 1954 show 300 work stoppages resulting from labour-management disputes beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,200,000 man-days. Corresponding figures for March 1954 were 225 stoppages involving 100,000 workers and a loss of 1,300,000 days.

Publications Recently Received in Labour Department Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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Wages and Hours

63. **Pennsylvania. Bureau of Employment Security.** *Employment and Wages of Pennsylvania Workers covered by the Unemployment Compensation Law, 1952.* Harrisburg, Penn., 1953. Pp. 31.

Women

64. **National Council of Women of Canada.** *Year Book, 1953.* Ottawa, 1954? Pp. 156.

65. **Norwegian Joint Committee on International Social Policy.** *The Status of Women in Norway To-day; a Survey.* Oslo, 1953. Pp. 67.

66. **U.S. Women's Bureau.** *Toward Better Working Conditions for Women; Methods and Policies of the National Women's Trade Union League of America.* Washington, G.P.O., 1953. Pp. 71.

List No. 71.

Accidents

1. **Great Britain. Standing Inter-Departmental Committee on Accidents in the Home.** *Accidents in the Home; Report.* London, H.M.S.O., 1953. Pp. 11.

2. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *La Laine; Lavage, Peignage, Filature.* Paris, 1953. Pp. 139.

Collective Agreements

3. **Brotherhood of Railroad Trainmen.** *Negotiating Manual.* Cleveland, 1953. Pp. 189.

4. **Cartwright, P. W.** *Negotiated Health and Welfare Programs in Labor-Management Agreements in the Pacific Northwest, 1953-1954,* by P. W. Cartwright, J. B. Gillingham and W. S. Hopkins. Seattle, Institute of Labor Economics, University of Washington, 1954. Pp. 18.

Co-operation

5. **International Labour Office.** *Action of the I.L.O. as regards Co-operation, particularly as regards its Practical Activities.* First item on the agenda. Geneva, 1953. Pp. 30.

6. **International Labour Office.** *Co-operative Legislation.* Second item on the agenda. Geneva, 1953. Pp. 74.

7. **International Labour Office.** *Inter-Co-operative Relations.* Fourth item on the agenda. Geneva, 1953. Pp. 56.

8. **International Labour Office.** *Organization and Functions of Government Co-operative Services.* Third item on the agenda. Geneva, 1953. Pp. 29.

9. **Saskatchewan. Department of Co-operative Development.** *Ninth Annual Report, 1953.* Regina, Queen's Printer, 1954. 1 Volume. (Various pagings.)

Co-operative Societies

10. **Saskatchewan. Department of Co-operation and Co-operative Development. Credit Union Services.** *Annual Report of Credit Union Services...for Year...1952.* Regina, Queen's Printer, 1953. Pp. 58.

11. **U.S. Bureau of Labor Statistics.** *Consumer Co-operatives in the United States; Recent Developments.* Washington, G.P.O., 1954. Pp. 31.

Discrimination in Employment

12. **Hope, John.** *Industrial Integration of Negroes: the Upgrading Process.* New York, Society for Applied Anthropology, 1952. Pp. 5-14.

13. **Ruchames, Louis.** *Race, Jobs and Politics; the Story of FEPC.* New York, Columbia University Press, 1953. Pp. 255.

Economic Conditions

14. **Bridson, D. G.** *Progress in Asia; the Colombo Plan in Action.* London, H.M.S.O., 1953. Pp. 36.

15. **Committee for Economic Development.** *Defense against Recession: Policy for Greater Economic Stability.* A statement on national policy by the Research

and Policy Committee of the Committee for Economic Development, New York, 1954. Pp. 53.

16. **Rhode Island. Development Council.** *Rhode Island's Industrial Balance Sheet, a Summary Statement, Extract from an Introduction to the Economy of Rhode Island.* Providence, 1953. Pp. 24.

17. **United Nations. Economic and Social Council. Economic Commission for Asia and the Far East.** *Economic Survey of Asia and the Far East, 1953.* Prepared by the Research and Planning Division, Economic Commission for Asia and the Far East. Bangkok, 1954. Pp. 161.

Efficiency, Industrial

18. **American Management Association.** *Stepping up Office Efficiency: Organization, Cost Control, Standards.* New York, 1953. Pp. 46.

19. **Standard Register Company.** *Paperwork Simplification for Better Management Control.* Dayton, Ohio, 1954. Pp. 22.

Employment Management

20. **American Management Association.** *The Human Side of the Office Manager's Job; with a Paper on The Spirit of an Organization.* New York, 1953. Pp. 40.

21. **American Management Association.** *The Personnel Administrator at the Crossroads. Meeting the New Challenges of Personnel Management.* New York, c1953. Pp. 54.

22. **National Industrial Conference Board.** *Industrial Security. II. Plant Guard Handbook,* by R. Maxil Ballinger. New York, 1953.

23. **Paterson, Donald Gildersleeve.** *Revised Minnesota Occupational Rating Scales,* by Donald G. Paterson, D. d'A. Garken, and Milton E. Hahn. Minneapolis, University of Minnesota Press, c1953.

Grievance Procedures

24. **National Foremen's Institute.** *Human Relations Casebook; a Practical Guide on how to avoid Grievances.* Prepared and edited by the staff of the Employee Relations Bulletin, New London, Conn. 1953. Pp. 112.

25. **Van Mol, Louis J.** *Effective Procedures for the Handling of Employee Grievances.* Chicago, Civil Service Assembly of the United States and Canada, 1953.

Industrial Disputes

26. **Chamberlain, Neil W.** *The Impact of Strikes, Their Social and Economic*

Costs, by Neil W. Chamberlain and Jane Metzger Schilling. New York, Harper, 1954. Pp. 257.

27. **Hall, Frederick Smith.** *Sympathetic Strikes and Sympathetic Lockouts*. New York, Columbia University, 1898. Pp. 118.

Industrial Relations

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Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	1052
Table A-2—Persons Looking for Work in Canada.....	1052
Table A-3—Regional Distributions, Week Ended April 17, 1954.....	1053
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	1053
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1054
B—Labour Income	
<i>Dominion Bureau of Statistics: Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1054
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1055
Table C-2—Employment, Payrolls, and Weekly Wages and Salaries.....	1056
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1057
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1058
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1059
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1060
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1061
Table D-4—Activities of National Employment Service Offices.....	1062
Table D-5—Applications and Placements Since 1943.....	1067
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1068
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1068
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1069
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1069
Table E-5—Estimates of the Insured Population.....	1070
Table E-6—Unemployment Insurance Fund.....	1071
Table E-7—Claims for Supplementary Benefit, April, 1954.....	1072
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Consumer Price Index Numbers, Canada.....	1073
Table F-2—Consumer Price Indexes for Regional Cities of Canada.....	1074
Table F-3—Index Numbers of Staple Food Items.....	1075
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1076
Table F-5—Index Numbers of Consumer Prices in Canada and Other Specified Countries.....	1080
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1081
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1082
Table G-2—Strikes and Lockouts in Canada During May.....	1083
H—Industrial Accidents	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	1086
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	1086

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended April 17, 1954			Week ended March 20, 1954		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population.....	10,158	5,052	5,106	10,148	5,049	5,099
A. Civilian labour force.....	5,257	4,071	1,186	5,236	4,044	1,192
Persons at work.....	4,845	3,715	1,130	4,805	3,671	1,134
35 hours or more.....	2,890	2,386	504	4,459	3,476	983
Less than 35 hours.....	(2) 1,955	1,329	626	346	195	151
Usually work 35 hours or more.....	(2) 1,752	1,254	498	153	123	30
(a) laid off for part of the week.....	*	*	10	*	*	*
(b) on short time.....	59	45	14	61	50	11
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	14	14	*	12	12	*
(f) illness.....	20	16	*	30	21	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	(2) 81	50	31	*	*	*
(i) other.....	(2) 1,560	1,114	446	24	21	*
Usually work less than 35 hours.....	203	75	128	193	72	121
Persons with jobs not at work.....	109	86	23	113	89	24
Usually work 35 hours or more.....	106	84	22	110	88	22
(a) laid off for full week.....	20	17	*	21	19	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	47	37	10	57	43	14
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	22	15	*	17	13	*
(f) other.....	12	10	*	12	10	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	303	270	33	318	284	34
B. Persons not in the labour force.....	4,901	981	3,920	4,912	1,005	3,907
(a) permanently unable or too old to work..	194	129	65	186	123	63
(b) keeping house.....	3,391	*	3,387	3,399	*	3,395
(c) going to school.....	697	359	338	682	357	325
(d) retired or voluntarily idle.....	600	478	122	626	510	116
(e) other.....	19	11	*	19	12	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

(2) The unusually large number working less than 35 hours was due to Good Friday being in the survey week. This explains nearly all the absence reported under (h) and (i).

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended April 17, 1954			Week ended March 20, 1954		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	320	297	23	332	310	22
Without jobs.....	303	282	21	318	296	22
under 1 month.....	66	.....	.....	71	.....	.....
1—3 months.....	107	.....	.....	134	.....	.....
4—6 months.....	102	.....	.....	91	.....	.....
7—12 months.....	23	.....	.....	17	.....	.....
13—18 months.....	*	.....	.....	*	.....	.....
19—and over.....	*	.....	.....	*	.....	.....
Worked.....	17	15	*	14	14	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	13	11	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED APRIL 17, 1954

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,257	93	389	1,515	1,927	904	429
Agricultural.....	826	•	43	214	224	322	22
Non-Agricultural.....	4,431	92	346	1,301	1,703	582	407
Males.....	4,071	75	313	1,163	1,456	734	330
Agricultural.....	799	•	41	212	216	310	19
Non-Agricultural.....	3,272	74	272	951	1,240	424	311
Females.....	1,186	18	76	352	471	170	99
Agricultural.....	27	•	•	•	•	12	•
Non-Agricultural.....	1,159	18	74	350	463	168	96
All ages.....	5,257	93	389	1,515	1,927	904	429
14—19 years.....	491	12	37	178	161	71	32
20—24 years.....	698	15	47	233	238	121	44
25—44 years.....	2,454	42	173	709	897	422	211
45—64 years.....	1,410	22	109	357	546	253	123
65 years and over.....	204	•	23	38	85	37	19
<i>Persons with Jobs</i>							
All status groups.....	4,954	82	346	1,401	1,850	870	405
Males.....	3,801	65	274	1,063	1,388	703	308
Females.....	1,153	17	72	338	462	167	97
Agricultural.....	819	•	42	212	223	320	21
Non-Agricultural.....	4,135	81	304	1,189	1,627	550	384
Paid Workers.....	3,728	71	250	1,072	1,502	492	341
Males.....	2,683	55	189	762	1,076	346	255
Females.....	1,045	16	61	310	426	146	86
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	303	11	43	114	77	34	24
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,901	147	465	1,349	1,560	930	450
Males.....	981	48	104	247	264	208	110
Females.....	3,920	99	361	1,102	1,296	722	340

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953—January—April.....	1,446	7,007	20,403	6,768	3,431	39,055	15,690
1954—January—April.....	1,139	7,782	25,359	6,992	3,605	44,877	19,795

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317				25,890				5,402	114,786
1952—Total.....	7,054	6,900				16,971				1,526	85,029
1953—Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953—January–April.....	2,507	1,613	444	897	2,968	4,614	179	6,257	1,237	311	21,027
1954—January–April.....	2,802	1,862	632	870	3,476	4,523	223	7,157	3,445	272	25,262

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
1951—November.....	85	283	59	223	190	30	870
December.....	83	289	50	223	188	29	862
1952—January.....	80	282	48	215	188	31	844
February.....	82	287	47	216	193	30	855
March.....	75	293	48	217	193	31	857
April.....	64	293	53	222	194	31	857
May.....	70	295	59	227	198	31	880
June.....	72	295	61	231	202	31	892
July.....	72	297	70	234	198	32	903
August.....	78	308	75	234	198	32	925
September.....	80	315	74	236	203	33	941
October.....	83	317	78	238	205	34	955
November.....	84	321	75	242	206	33	961
December.....	78	325	62	244	205	34	948
1953—January.....	72	321	58	246*	203	34	934
February.....	70	326	55	234	206	33	923
March.....	62	328	57	234	210	33	924
April.....	60	328	63	251*	210	34	946
May.....	69	331	72	246	214	34	966
June.....	75	333	72	251	216	34	981
July.....	77	330	76	253	212	35	983
August.....	80	334	81	253	212	34	994
September.....	80	337	82	256	224	35	1,014
October.....	78	333	83	257	226	35	1,012
November.....	77	328	76	256	224	35	996
December.....	71	333	69	255	225	35	988
1954—January.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	59	251	229	34	954

* Includes Newfoundland, since 1949. † Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 and C-2 are based on reports from employees having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,370,962.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	95.7	.....	93.3	92.1	104.3	97.8	94.7	93.6	97.2	88.1	97.1
1948—Average.....	99.7	.....	102.6	99.6	105.2	101.2	98.9	97.2	99.5	93.7	101.3
1949—Average.....	100.0	.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1950—Average.....	101.5	.....	110.3	95.6	102.6	100.5	102.7	100.8	100.8	101.5	100.8
1951—Average.....	108.8	111.7	112.6	100.3	109.0	109.2	110.4	103.9	106.0	112.1	106.1
1952—Average.....	111.0	130.2	123.2	104.0	109.5	113.4	112.0	106.0	111.4	120.8	106.7
1953—Average.....	113.4	140.9	116.4	101.2	101.4	112.8	114.7	107.2	116.0	128.5	108.4
Apr. 1, 1952.....	107.5	112.2	135.9	99.9	116.2	107.8	108.4	101.3	101.6	111.8	105.2
Jan. 1, 1953.....	113.0	132.4	116.7	99.3	107.8	113.8	114.5	106.7	113.5	125.7	106.4
Feb. 1, 1953.....	110.3	125.3	110.8	101.0	100.6	110.6	113.1	104.0	106.2	121.6	101.0
Mar. 1, 1953.....	110.0	117.8	103.7	97.9	98.6	109.7	112.9	102.5	105.7	122.7	102.1
Apr. 1, 1953.....	110.0	122.4	104.0	96.9	96.6	108.3	113.2	102.9	106.7	121.6	104.6
May 1, 1953.....	110.9	133.6	108.3	97.4	94.8	109.1	113.4	104.8	109.2	123.6	106.5
June 1, 1953.....	112.4	144.1	118.8	100.7	99.6	111.8	113.7	106.7	115.1	127.7	108.1
July 1, 1953.....	114.9	154.7	119.6	103.9	100.4	113.7	115.7	109.3	119.7	131.3	111.6
Aug. 1, 1953.....	115.6	156.6	124.6	104.2	105.4	114.0	115.4	110.5	123.3	135.2	114.2
Sept. 1, 1953.....	116.6	156.0	124.7	104.0	107.1	115.6	116.5	111.1	123.3	135.6	114.7
Oct. 1, 1953.....	116.9	157.4	119.8	104.7	102.2	116.2	117.1	110.5	123.9	135.0	114.6
Nov. 1, 1953.....	115.9	149.9	125.2	103.9	101.9	116.3	116.3	108.7	124.1	132.4	110.2
Dec. 1, 1953.....	114.1	141.2	121.1	100.2	102.3	114.6	114.8	108.8	122.7	130.1	107.1
Jan. 1, 1954.....	109.9	125.4	105.8	97.5	99.7	108.7	112.3	104.7	115.9	124.7	103.2
Feb. 1, 1954.....	107.0	113.4	96.0	95.4	97.6	105.7	110.8	100.9	109.5	118.3	97.5
Mar. 1, 1954.....	106.5	112.9	102.4	95.2	123.2	105.1	110.1	99.6	108.6	119.3	98.1
Apr. 1, 1954.....	105.5	113.1	92.5	92.1	113.7	103.5	108.9	99.7	107.4	118.1	101.4
Percentage Distribution of Employees of Reporting Establishments at April 1, 1954.....	100.0	1.4	0.2	3.3	2.3	28.2	43.3	5.1	2.3	5.0	8.9

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	92.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	139.7	126.0	54.13	109.3	140.3	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
Apr. 1, 1952.....	107.5	135.5	126.4	54.32	107.0	137.7	128.6	56.55
Jan. 1, 1953.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1, 1953.....	110.3	145.8	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1, 1953.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1, 1953.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1, 1953.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1, 1953.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1, 1953.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1, 1953.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1, 1953.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1, 1953.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1, 1953.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1, 1953.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.5	147.6	138.0	59.30	108.1	151.2	139.2	61.20
Apr. 1, 1954.....	105.5	145.6	137.5	59.06	107.7	150.7	139.2	61.22

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance insurance and real estate and (9) Service, (mainly hotels and restaurants, dry cleaning plants, business and recreational service).

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	c	\$	No.	c	\$	No.	c	\$
1945—Average.....	44.3	60.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.13
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.3	129.2	53.62	41.6	139.8	58.16	41.3	117.4	58.49
1953—Average.....	41.3	135.8	56.09	41.6	147.1	61.19	40.9	122.9	50.27
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953.....	41.3	136.2	56.25	41.9	147.0	61.59	40.8	123.5	50.39
Aug. 1, 1953.....	41.0	136.0	55.76	41.4	147.1	60.90	40.6	123.4	50.10
Sept. 1, 1953.....	41.0	135.7	55.64	41.3	147.3	60.83	40.8	123.0	50.18
Oct. 1, 1953.....	41.6	136.6	56.69	41.9	148.5	62.22	41.1	123.7	50.84
Nov. 1, 1953.....	41.4	137.4	56.88	41.7	148.8	62.05	41.0	124.8	51.17
Dec. 1, 1953.....	41.2	138.4	57.02	41.7	149.5	62.34	40.7	126.1	51.32
*Jan. 1, 1954.....	38.5	140.4	54.05	39.1	150.1	58.69	37.8	129.1	48.80
Feb. 1, 1954.....	40.7	140.4	57.14	40.8	151.4	61.77	40.6	127.9	51.93
Mar. 1, 1954.....	41.0	140.7	57.69	41.3	151.7	62.65	40.7	128.2	52.18
Apr. 1, 1954.....	40.9	141.1	57.71	41.0	151.7	62.20	40.7	129.1	52.54

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.74	73.7	75.0	98.3
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Week Preceding:						
April 1, 1953.....	42.1	134.9	56.79	136.2	114.6	118.8
May 1, 1953.....	41.8	135.5	56.64	135.8	114.4	118.7
June 1, 1953.....	41.7	135.9	56.67	135.9	114.9	118.3
July 1, 1953.....	41.3	136.2	56.25	134.9	115.4	116.9
August 1, 1953.....	41.0	136.0	55.76	133.7	115.7	115.6
September 1, 1953.....	41.0	135.7	55.64	133.4	116.2	114.8
October 1, 1953.....	41.5	136.6	56.69	135.9	116.7	116.5
November 1, 1953.....	41.4	137.4	56.88	136.4	116.2	117.4
December 1, 1953.....	41.2	138.4	57.02	136.7	116.8	118.0
January 1, 1954.....	41.0*	140.4	57.56	138.0	115.7	119.3
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954 (1).....	40.9	141.1	57.71	138.4	115.6	119.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1954, 38.5 hours \$54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
June	1, 1948.....	40,618	24,226	64,844	88,074	37,132	125,206
June	1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June	1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June	1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June	1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July	1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
August	1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
September	1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
October	1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
November	1, 1953.....	15,282	13,058	28,340	144,520	60,997	205,517
December	1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
January	1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
February	1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
March	1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
April	1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
May	1, 1954 (1).....	14,942	15,335	30,277	378,873	86,818	465,691
June	1, 1954 (1).....	14,284	15,790	30,074	237,848	76,782	314,630

*—Current vacancies only. Deferred vacancies are excluded

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1954

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 31, 1954	April 30, 1953
Agriculture, Fishing, Trapping	1,551	377	1,928	+ 501	— 299
Forestry	641	6	647	+ 313	— 1,623
Mining, Quarrying and Oil Wells	647	43	690	— 160	— 188
Metal Mining.....	251	10	261	— 171	— 320
Fuels.....	291	14	305	— 5	— 157
Non-Metal Mining.....	11	2	13	— 2	— 46
Quarrying, Clay and Sand Pits.....	17	.....	17	— 4	— 4
Prospecting.....	77	17	94	— 0	— 25
Manufacturing	3,157	2,384	5,541	+ 511	— 4,305
Foods and Beverages.....	408	281	689	— 276	— 341
Tobacco and Tobacco Products.....	11	4	15	— 2	— 8
Rubber Products.....	36	13	49	— 10	— 36
Leather Products.....	59	120	179	— 24	— 180
Textile Products (except clothing).....	78	134	212	— 6	— 180
Clothing (textile and fur).....	142	1,031	1,173	— 17	— 939
Wood Products.....	377	67	444	— 38	— 225
Paper Products.....	153	39	192	— 47	— 104
Printing, Publishing and Allied Industries.....	170	111	281	— 46	— 176
Iron and Steel Products.....	437	116	553	— 46	— 425
Transportation Equipment.....	572	71	643	— 70	— 972
Non-Ferrous Metal Products.....	104	45	149	— 16	— 90
Electrical Apparatus and Supplies.....	188	112	300	— 3	— 185
Non-Metallic Mineral Products.....	81	26	107	— 47	— 50
Products of Petroleum and Coal.....	82	16	98	— 31	— 26
Chemical Products.....	165	118	283	— 17	— 235
Miscellaneous Manufacturing Industries.....	94	80	174	— 21	— 201
Construction	2,332	94	2,426	+ 1,315	— 1,726
General Contractors.....	1,923	56	1,979	— 1,156	— 1,334
Special Trade Contractors.....	409	38	447	— 159	— 392
Transportation, Storage and Communication	959	269	1,228	+ 36	— 893
Transportation.....	748	103	851	— 31	— 918
Storage.....	25	9	34	— 2	— 68
Communication.....	186	157	343	— 3	— 93
Public Utility Operation	68	34	102	+ 3	— 202
Trade	2,136	2,562	4,698	+ 771	— 2,212
Wholesale.....	688	535	1,223	— 116	— 562
Retail.....	1,448	2,027	3,475	— 655	— 1,650
Finance, Insurance and Real Estate	778	841	1,619	— 13	— 611
Service	3,033	8,458	11,491	+ 2,645	— 1,943
Community or Public Service.....	317	1,096	1,413	— 338	— 226
Government Service.....	1,423	594	2,017	— 103	— 114
Recreation Service.....	134	131	265	— 63	— 136
Business Service.....	369	439	808	— 78	— 161
Personal Service.....	790	6,198	6,988	— 2,063	— 1,534
GRAND TOTAL	15,302	15,068	30,370	+ 5,922	— 14,002

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT APRIL 29, 1954 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,051	699	2,750	5,844	1,148	6,992
Clerical workers.....	1,251	3,619	4,870	12,501	18,855	31,365
Sales workers.....	1,572	1,534	3,106	5,305	10,188	15,493
Personal and domestic service workers.....	1,179	7,363	8,542	30,411	15,439	45,850
Seamen.....	5	.....	5	2,412	8	2,420
Agriculture and fishing.....	1,628	34	1,662	2,798	464	3,262
Skilled and semiskilled workers.....	5,009	1,697	6,706	189,581	22,541	212,122
Food and kindred products (inc. tobacco).....	61	22	73	1,818	742	2,560
Textiles, clothing, etc.....	106	1,316	1,422	5,306	14,391	19,697
Lumber and wood products.....	845	.....	845	36,291	189	36,480
Pulp, paper (inc. printing).....	76	12	88	1,090	404	1,494
Leather and leather products.....	41	59	100	1,518	1,160	2,678
Stone, clay and glass products.....	15	.....	15	444	66	510
Metalworking.....	493	11	504	16,821	1,256	18,077
Electrical.....	170	5	175	2,647	1,309	3,956
Transportation equipment.....	74	.....	74	610	78	688
Mining.....	151	.....	151	2,904	.....	2,904
Construction.....	773	.....	773	50,633	3	50,636
Transportation (except seamen).....	572	25	597	33,585	96	33,681
Communications and public utility.....	97	.....	97	1,173	6	1,179
Trade and service.....	241	189	430	3,173	1,496	4,669
Other skilled and semiskilled.....	1,180	52	1,232	21,938	979	22,917
Foremen.....	70	6	76	4,437	355	4,792
Apprentices.....	54	.....	54	5,203	11	5,214
Unskilled workers.....	2,247	389	2,636	130,021	18,175	148,196
Food and tobacco.....	145	128	273	4,937	4,767	9,704
Lumber and lumber products.....	246	5	251	21,015	315	21,330
Metalworking.....	89	13	102	9,629	655	10,284
Construction.....	1,007	.....	1,007	60,686	.....	60,686
Other unskilled workers.....	760	243	1,003	33,754	12,438	46,192
GRAND TOTAL.....	14,942	15,335	30,277	378,873	86,818	465,691

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 Applica- tions at June 3, 1954		
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements			
								Regular		Casual	Transfers out	Unplaced end of period
Newfoundland											
Corner Brook	152	349	216	37	21,137	2,895	297	131	10	2	19,639
Grand Falls	21	36	6	1	4,111	995	26	21	1		4,122
St. John's	121	311	209	36	14,981	1,579	179	110	9	2	13,807
Prince Edward Island											
Charlottetown	126	865	398		4,401	820	660	357	198	20	2,465
Summerside	99	480	139		2,617	531	397	188	145	16	1,314
	27	405	199		1,481	280	263	169	53	4	1,147
Nova Scotia											
Amherst	1,083	3,442	1,633	29	26,979	6,909	3,287	1,677	656	68	20,374
Bridgewater	3	104			1,079	229	146	88	6	24	800
Halifax	32	62	36	1	1,348	327	68	47	2	1	925
Kentville	848	1,986	1,315	18	5,191	2,924	1,704	707	397	14	5,109
Liverpool					3,087	58	26	24			931
New Glasgow	64	93	70	1	3,084	337	99	62	1	4	1,775
Springhill	6	49	10	1	3,637	99	45	37	1	1	619
Sydney	23	472	53	2	3,680	778	465	354	46	7	2,777
Yarmouth—Shelburne	19	50	11	6	817	199	52	48	1	8	1,549
	51	417	55		6,320	1,356	599	226	196	1	3,767
	19	81	38		1,513	429	84	41	3	2	585
	18	72	33		2,443	173	89	43	3	6	1,089
											970
New Brunswick											
Bathurst	944	2,773	1,869	95	31,837	8,423	2,148	1,057	335	27	26,222
Campbellton	23	92	17	2	4,432	1,108	108	66	17	7	3,969
Edmundston	46	64	51		2,660	544	576	36	6	4	2,599
Fredericton	14	101	9		2,706	498	106	90	1	2	2,706
Minto	116	204	81		3,008	636	162	125	21		2,015
Moncton	3	34	1		1,251	507	40	32		1	1,017
Newcastle	467	1,713	1,379	93	7,070	1,698	995	385	198		3,783
Saint John	7	16	4		2,659	517	40	13	3	8	2,711
St. Stephen	183	420	227		3,874	2,084	497	244	76	5	4,625
Sussex	67	62	78		1,985	326	86	47	1		1,283
Woodstock	4	24	8		511	227	15	8	7		191
	14	43	11		1,651	330	41	31	2		1,463
Quebec											
Asbestos	7,138	22,743	8,427	250	204,923	51,653	23,379	12,723	3,346	267	165,829
Beauharnois	72	112	37	13	775	246	139	94	14		368
Buckingham	4	64	5	1	1,069	253	72	56	3		526
Causapscal	6	33	7		1,704	239	38	21	7	1	1,635
	3	488	82		3,195	820	486	407			2,860
											1,873

Chandler.....	14	2,229	92	17	1	1,175	505
Chicoutimi.....	117	2,540	829	406	149	2,182	1,087
Dolbeau.....	25	2,350	380	80	37	2,182	814
Drummondville.....	33	2,300	656	224	102	2,315	1,852
Farnham.....	47	1,090	124	80	47	1,985	844
Forestville.....	1	2,126	115	34	4	1,653	731
Gaspé.....	1	1,761	199	34	4	1,116	490
Granby.....	16	1,811	980	287	136	1,611	1,159
Hull.....	45	4,180	876	334	204	2,812	1,488
Joliette.....	102	3,860	639	186	81	2,819	1,414
Jonquière.....	68	2,968	973	639	286	2,482	1,439
Lachute.....	30	4,918	219	50	45	1,616	451
Lac Beauport.....	3	2,883	263	130	72	1,674	696
La Malbaie.....	11	4,946	494	71	34	984	365
La Tuque.....	116	824	200	150	7	3,171	2,142
Levis.....	118	4,581	824	200	150	1,188	610
Louiseville.....	1	1,495	356	60	41	1,491	396
Maniwaki.....	15	1,679	447	181	130	2,854	1,147
Matane.....	4	3,956	517	79	13	1,308	786
Megantic.....	6	1,534	342	66	40	1,569	624
Mont-Laurier.....	6	1,821	58	7	3	1,212	624
Montmagny.....	7	2,313	575	67	40	1,987	786
Montreal.....	3	62,506	24,143	11,730	6,061	52,997	37,081
New Richmond.....	1,994	277	139	116	15	1,435	571
Port Alfred.....	2	1,655	2,210	926	184	11,201	7,481
Quebec.....	2	15,026	4,296	2,210	926	4,781	1,800
Rimouski.....	2	6,229	678	266	211	4,972	2,246
Rivière du Loup.....	2	6,197	704	145	140	1,669	844
Roberval.....	1	1,553	370	28	13	4,307	2,967
Rouyn.....	1	3,721	1,178	204	113	1,065	460
Ste. Agathe.....	9	1,614	278	60	35	1,013	450
Ste. Anne de Bellevue.....	9	1,147	240	79	70	1,277	1,013
Ste. Therese.....	6	1,811	555	257	150	1,873	1,378
St. Georges Est.....	277	3,575	905	403	358	1,808	1,311
St. Hyacinthe.....	1	2,561	554	182	100	1,453	1,080
St. Jean.....	154	2,053	545	217	114	2,682	1,980
St. Jerome.....	2	2,008	629	187	109	3,766	2,014
St. Joseph d'Alma.....	2	3,069	456	128	86	1,369	615
Sept Îles.....	7	1,568	285	330	310	4,241	3,057
Shawinigan Falls.....	32	5,790	817	264	145	1,999	1,492
Sherbrooke.....	7	5,586	1,716	791	447	1,614	1,093
Sorel.....	30	2,247	510	107	59	2,675	1,360
Theftord Mines.....	1	1,818	488	206	145	1,411	805
Three Rivers.....	1	6,984	1,396	761	336	1,492	1,093
Val d'Or.....	31	2,669	847	77	43	1,411	805
Valleyfield.....	1	2,368	557	304	191	1,492	1,093
Victoriaville.....	1	2,671	666	174	114	1,492	1,093
Ontario.....	10,162	28,430	12,395	16,275	4,465	136,464	106,714
Amnrior.....	13	162	67,161	39,686	16,275	587	278
Barrie.....	133	386	602	168	142	1,081	812
Belleville.....	36	201	602	222	28	1,355	1,070
Brucebridge.....	205	403	556	186	107	1,182	478
Brampton.....	45	134	222	275	178	2,336	274
Brockford.....	91	165	185	121	90	2,336	1,827
Brockville.....	40	2,794	1,167	601	308	212	228
Carleton Place.....	36	466	403	290	14	414	217
Chatham.....	37	281	789	82	61	1,816	1,698
Cobourg.....	220	2,507	657	315	131	329	359

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757			
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Placements			Unplaced end of period	Live Applications at end of June 3, 1954
								Regular	Casual	Transfers out		
Ontario—Con.												
Collingwood.....	20	155	50	1	817	297	127	98	20	9	614	434
Cornwall.....	82	683	93	.....	3,174	725	760	576	64	2	1,911	1,335
Fort Erie.....	11	57	25	.....	3,662	104	65	21	.....	2	398	255
Fort Frances.....	15	124	63	4	585	194	129	98	8	2	418	274
Fort William.....	93	256	93	13	3,639	914	187	145	35	12	3,274	1,966
Galt.....	61	205	70	6	1,480	518	187	115	28	1	1,075	1,113
Gananoque.....	8	65	47	1	1,320	131	63	31	16	.....	357	223
Goderich.....	49	128	113	12	596	175	124	79	52	3	1,195	1,425
Guelph.....	102	263	113	.....	1,703	556	322	156	36	4	1,752	9,415
Hamilton.....	425	1,318	470	9	12,775	5,148	1,747	889	376	3	11,718	261
Hawkesbury.....	32	160	20	1	954	112	23	13	43	.....	610	342
Ingersoll.....	22	117	22	.....	949	305	164	82	.....	.....	2,201	1,167
Kapuskasing.....	14	86	19	3	1,724	768	90	104	1	.....	497	973
Kenora.....	184	848	214	39	1,740	158	81	72	31	6	1,417	797
Kingston.....	14	104	30	.....	1,655	1,276	941	681	28	11	1,336	2,135
Kirkland Lake.....	159	396	144	.....	1,461	391	135	47	96	1	2,030	664
Kitchener—Waterloo.....	34	215	50	3	2,698	1,723	485	235	92	1	2,710	650
Leamington.....	39	60	52	.....	889	193	52	16	7	.....	666	195
Lindsay.....	26	77	48	.....	409	105	70	43	.....	.....	303	2,974
Listowel.....	483	1,412	586	3	4,433	3,187	1,501	667	240	3	4,198	607
London.....	16	122	14	.....	1,272	85	136	108	13	.....	883	254
Midland.....	3	23	3	.....	702	85	44	20	.....	.....	359	1,204
Napanee.....	145	503	161	45	1,982	959	578	268	33	11	1,576	1,240
New Toronto.....	48	418	82	5	2,092	846	428	275	59	.....	1,625	1,252
Niagara Falls.....	50	408	86	.....	2,394	738	424	216	204	.....	1,834	1,347
North Bay.....	117	285	40	.....	665	483	277	219	22	18	463	343
Oakville.....	26	338	30	19	1,052	472	428	249	65	.....	703	3,860
Orillia.....	126	485	7	14	1,564	506	506	311	77	.....	2,656	2,614
Oshawa.....	1,034	1,949	6	6	3,513	2,506	1,759	869	285	19	3,818	2,600
Ottawa.....	72	170	82	1	2,711	402	256	96	27	.....	1,262	1,78
Owen Sound.....	1	103	22	1	633	99	81	76	1	.....	376	1,044
Parry Sound.....	78	488	154	3	2,064	941	516	40	14	.....	1,709	1,044
Pembroke.....	26	71	35	.....	653	807	351	183	3	.....	533	1,175
Peterborough.....	74	320	173	.....	2,856	1,041	590	61	103	.....	3,062	3,008
Pictou.....	5	77	154	5	5,849	1,470	397	21	5	24	5,296	585
Pictou.....	59	679	33	.....	871	295	132	93	5	14	672	501
Port Arthur.....	15	53	20	.....	846	231	76	52	8	.....	654	510
Port Colborne.....	17	103	12	2	880	131	485	237	45	.....	3,013	3,039
Prescott.....	7	75	12	.....	3,824	1,430	123	54	15	.....	1,108	704
Renfrew.....	157	444	179	1	1,056	658	.....	.....	.....	.....	.....	.....
St. Catharines.....	83	137	83	.....	.....	.....	.....	.....	.....	.....	.....	.....
St. Thomas.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Sarnia.....	46	329	26	2	2,413	872	475	265	35	1,574	1,575
Sault Ste. Marie.....	84	343	170	91	4,087	1,056	377	157	49	4,125	2,479
Simcoe.....	55	264	91	21	1,505	456	310	377	11	1,001	430
Sioux Lookout.....	6	31	3	.....	359	122	32	28	4	345	223
Smiths Falls.....	11	98	18	1	359	121	91	64	15	314	217
Staford.....	60	172	63	3	1,116	484	217	81	45	897	731
Sturgeon Falls.....	4	182	4	5	1,648	396	199	60	102	1,441	634
Sudbury.....	54	547	182	4	5,540	1,409	615	300	78	4,106	2,348
Thames.....	60	299	111	1	2,793	873	319	151	55	1,318	1,318
Toronto.....	4,785	7,602	5,140	27	35,646	19,206	7,518	3,680	293	29,812	27,108
Trenton.....	35	241	63	.....	1,115	570	257	157	2	1,267	752
Walkerton.....	27	187	35	.....	780	250	159	65	.....	553	403
Wallaceburg.....	2	183	7	.....	852	273	193	121	53	670	349
Welland.....	10	221	8	.....	3,253	904	298	161	53	1,871	1,871
Weston.....	81	626	180	70	1,517	814	396	18	19	848	1,871
Windsor.....	145	969	150	3	6,553	2,812	1,248	703	13	5,821	7,032
Woodstock.....	35	141	55	.....	881	200	138	80	28	781	417
Manitoba	2,252	6,775	2,819	32	26,791	13,062	6,807	2,782	2,227	21,487	13,671
Brandon.....	280	544	321	13	2,101	780	371	271	64	1,576	812
Dauphin.....	29	97	19	.....	1,161	310	167	48	8	1,012	410
Flin Flon.....	29	83	37	2	1,253	213	73	44	12	1,050	164
Portage la Prairie.....	69	142	70	2	1,198	394	152	94	20	760	526
The Pas.....	14	26	16	6	1,124	73	12	6	4	113	65
Winnipeg.....	1,831	5,883	2,302	10	22,071	11,262	5,862	2,330	2,119	17,430	11,025
Saskatchewan	2,198	4,521	2,572	93	16,298	6,291	4,378	2,507	539	11,167	5,787
Estevan.....	41	167	45	2	373	182	191	138	8	10	231
Moose Jaw.....	219	434	188	20	1,000	674	463	296	56	962	598
North Battleford.....	71	189	106	7	1,822	258	172	103	11	897	440
Prince Albert.....	63	244	89	2	1,783	620	247	171	22	1,017	1,017
Regina.....	833	1,668	878	14	3,285	1,849	1,529	879	288	1,691	1,921
Saskatoon.....	618	1,315	934	7	4,374	1,837	1,373	611	119	3,327	1,905
Swift Current.....	130	169	131	9	959	201	144	107	14	421	236
Weyburn.....	90	155	86	24	401	182	119	90	6	270	109
Yorkton.....	133	180	115	2	2,001	488	149	112	15	1,428	834
Alberta	3,894	6,010	4,100	120	28,249	13,668	6,714	3,268	861	21,207	15,882
Blainmore.....	7	37	11	.....	531	102	32	29	.....	685	575
Calgary.....	1,137	2,085	1,325	48	8,071	4,372	2,360	946	377	6,805	4,177
Drumheller.....	12	148	14	26	668	231	115	112	.....	555	422
Edmonton.....	2,070	2,356	2,110	12	13,297	5,806	3,120	1,340	499	11,334	7,183
Edson.....	79	56	78	4	378	514	31	23	.....	616	473
Lethbridge.....	309	885	330	7	3,680	1,112	757	609	53	2,017	1,005
Medicine Hat.....	72	231	76	10	1,101	444	158	128	13	813	422
Red Deer.....	85	196	97	6	1,100	748	98	80	.....	1,273	987
Yellowknife.....	63	10	59	7	1,73	19	2	1	1	62	38

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

Office	1 Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C. 757 Active Applica- tions at end of June 3, 1954	
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements				
								Regular	Casual	Transfers out		
British Columbia.....	3,654	8,359	3,021	296	58,453	24,181	10,498	5,363	1,343	295	46,258	32,551
Chilliwack.....	103	333	125	1	1,777	452	407	263	19	12	962	560
Courtenay.....	41	145	18	17	1,388	406	144	118	17	.....	763	546
Cranbrook.....	11	14	.....	.....	1,309	323	22	.....	.....	.....	1,084	683
Dawson Creek.....	9	125	24	.....	482	382	120	21	.....	.....	1,026	415
Duncan.....	40	268	43	14	591	372	245	171	34	.....	347	694
Kamloops.....	52	213	80	9	984	484	237	143	16	.....	1,117	694
Kelowna.....	15	77	17	.....	1,356	257	86	40	19	.....	1,076	512
Mission City.....	126	169	77	.....	1,302	488	290	213	4	6	871	462
Nanaimo.....	44	230	37	.....	1,800	295	260	147	51	40	1,095	803
Nelson.....	10	49	8	.....	1,856	239	48	34	10	41	1,167	721
New Westminster.....	128	1,077	150	.....	6,318	3,320	1,323	333	333	120	4,745	3,937
Penticton.....	9	221	14	.....	1,305	344	232	158	50	.....	679	471
Port Alberni.....	103	224	14	2	1,372	412	312	206	12	.....	285	232
Prince George.....	40	186	50	1	1,867	1,031	245	160	3	6	2,314	2,182
Prince Rupert.....	31	168	46	3	1,196	466	135	105	4	1	955	557
Princeton.....	1	46	5	.....	42	47	.....	.....	.....	.....	130	294
Trail.....	12	77	24	.....	1,404	403	100	41	14	.....	1,446	903
Vancouver.....	1,614	3,417	1,798	.....	26,755	11,009	4,817	1,836	555	104	22,437	15,437
Vernon.....	26	253	28	.....	1,870	576	281	238	6	.....	1,081	563
Victoria.....	265	830	290	2	3,452	1,869	913	493	191	4	2,789	2,355
Whitehorse.....	374	287	175	232	482	391	232	205	.....	.....	545	299
Canada.....	30,943	84,797	37,453	1,346	587,722	197,703	88,764	46,140	13,990	1,735	474,412	314,630
Males.....	17,734	50,079	20,999	1,225	481,068	140,046	32,019	31,308	5,680	1,589	385,998	237,818
Females.....	13,209	34,718	16,454	121	106,054	57,657	36,745	14,832	8,300	146	88,441	76,782

¹ Includes current and deferred vacancies.
² Latest figures subject to revision.

**TABLE D-5. APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1944-1951

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,369	859,421
1947	1,189,646	439,577	1,629,223	546,376	220,473	766,849
1948	1,197,295	459,352	1,656,647	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,771	302,730	980,501
1953	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (4 months)	720,084	253,546	973,630	134,062	86,159	220,221

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of April, 1954			\$
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid	
Newfoundland.....	9,352	2,104	257,344 (692)	898,464	
Prince Edward Island.....	1,614	211	45,876 (308)	138,449	
Nova Scotia.....	15,282	5,375	364,115 (4,878)	1,179,382	
New Brunswick.....	18,076	4,379	378,997 (2,299)	1,228,532	
Quebec.....	130,451	39,304	2,889,661 (31,621)	8,896,830	
Ontario.....	123,400	34,284	2,466,078 (25,144)	7,760,240	
Manitoba.....	17,446	4,157	356,844 (5,465)	1,098,490	
Saskatchewan.....	9,727	1,885	194,068 (1,972)	614,305	
Alberta.....	19,939	6,769	403,631 (4,722)	1,340,985	
British Columbia.....	29,979	10,224	690,549 (11,301)	2,228,249	
Total, Canada, April, 1954.....	375,266	108,692	7,997,163 (88,402)	25,381,926	
Total, Canada, March, 1954.....	348,574	152,611	10,127,126 (100,443)	32,160,928	
Total, Canada, April, 1953.....	196,315	83,659	5,225,796 (—)	16,389,294	

* Week containing last day of the month.

TABLE E-2. ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT APRIL 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES INCLUDED* IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							April 30, 1953 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	13,064 (50)	1,155	707	953	2,259	2,572	5,418	8,777
Male.....	12,729 (45)	1,112	690	899	2,198	2,516	5,314	8,562
Female.....	335 (5)	43	17	54	61	56	104	215
Prince Edward Island.....	1,433 (13)	109	61	132	219	232	680	1,066
Male.....	1,205 (8)	76	49	105	183	208	584	885
Female.....	228 (5)	33	12	27	36	24	96	181
Nova Scotia.....	14,430 (148)	2,134	877	1,604	3,131	2,075	4,609	10,680
Male.....	12,913 (119)	1,925	789	1,445	2,861	1,791	4,102	9,428
Female.....	1,517 (29)	209	88	159	270	284	507	1,252
New Brunswick.....	18,651 (114)	2,818	1,818	2,203	3,812	2,701	5,299	13,789
Male.....	16,892 (93)	2,586	1,713	2,069	3,530	2,440	4,554	12,440
Female.....	1,759 (21)	232	105	134	282	261	745	1,349
Quebec.....	120,526(1,215)	14,567	9,725	15,142	26,507	20,241	34,344	87,757
Male.....	100,937 (789)	11,564	8,211	12,684	23,597	17,693	27,188	75,107
Female.....	19,589 (446)	3,003	1,514	2,458	2,910	2,548	7,156	12,650
Ontario†.....	99,275 (995)	15,266	6,913	11,693	19,659	13,894	31,850	48,198
Male.....	77,840 (786)	11,731	5,372	9,027	15,649	10,863	25,198	36,824
Female.....	21,435 (209)	3,535	1,541	2,666	4,010	3,031	6,652	11,374
Manitoba†.....	15,450 (221)	2,605	977	1,597	2,333	1,975	5,963	9,127
Male.....	11,648 (158)	1,723	734	1,217	1,774	1,483	4,717	6,342
Female.....	3,802 (63)	882	243	380	559	492	1,246	2,785
Saskatchewan†.....	7,173 (60)	766	486	678	1,156	1,091	2,996	3,487
Male.....	5,974 (50)	599	409	533	984	910	2,539	2,790
Female.....	1,199 (10)	167	77	145	172	181	457	697
Alberta†.....	17,269 (125)	3,239	1,429	2,105	3,087	2,129	5,280	8,594
Male.....	15,037 (102)	2,847	1,261	1,854	2,734	1,758	4,583	7,353
Female.....	2,232 (23)	392	168	251	353	371	697	1,241
British Columbia†.....	31,103 (320)	5,312	2,347	3,863	4,731	3,909	10,941	23,767
Male.....	25,220 (257)	4,491	2,008	3,158	3,823	3,009	8,731	19,293
Female.....	5,883 (63)	821	339	705	908	900	2,210	4,474
CANADA†.....	338,374(3,261)	47,971	25,340	39,970	66,894	50,819	107,380	215,242
MALE.....	280,395(2,387)	38,654	21,236	32,991	57,333	42,671	87,510	179,024
FEMALE.....	57,979 (874)	9,317	4,104	6,979	9,561	8,148	19,870	36,218

* These data are shown in brackets and include short-time and temporary lay-off claimants.

† Includes a residual of 1,691 supplementary benefit claims pending adjudication for provinces marked †.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
APRIL, 1954**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,719	4,958	761	6,204	2,522	3,682	2,565
Prince Edward Island.....	529	441	88	647	770	377	86
Nova Scotia.....	6,819	4,574	2,245	7,803	5,173	2,630	1,368
New Brunswick.....	8,630	6,251	2,379	9,456	5,858	3,598	1,948
Quebec.....	54,266	38,830	15,436	62,665	40,653	22,012	15,337
Ontario.....	50,080	32,042	18,038	55,360	41,463	13,897	12,711
Manitoba.....	5,941	4,160	1,781	6,590	4,257	2,333	1,078
Saskatchewan.....	2,909	2,259	650	3,303	1,722	1,581	689
Alberta.....	8,779	6,291	2,488	10,011	6,904	3,107	2,674
British Columbia.....	14,739	9,088	5,651	15,549	10,811	4,738	3,467
Total Canada, April, 1954.....	158,411*	108,894	49,517	177,588†	119,633	57,955	41,923
Total Canada, March, 1954.....	248,421	181,147	67,274	250,206	162,242	87,964	61,108
Total Canada, April, 1953.....	117,171	81,933	35,238	138,879	90,427	48,452	27,690

* In addition, revised claims received numbered 22,044.

† In addition, 22,478 revised claims were disposed of. Of these, 1,840 were special requests not granted, and 1,006 were appeals by claimants. There were 3,077 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY* BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April, 1954	Month of March, 1954	Month of April, 1953
Benefit year not established			
Regular.....	48,422	75,706	36,305
Supplementary Benefit.....	6,726	13,535	5,550
Claimants Disqualified†			
Not unemployed.....	3,216	3,872	5,670
Not capable of and not available for work.....	2,239	2,870	1,833
Loss of work due to a labour dispute.....	175	408	47
Refused offer of work and neglected opportunity to work.....	869	1,051	1,252
Discharged for misconduct.....	791	1,031	785
Voluntarily left employment without just cause.....	4,945	6,501	5,673
Failure to fulfill additional conditions imposed upon certain married women..	945	1,359	712
Other reasons‡.....	3,937	4,730	3,466
Total.....	72,265	111,063	61,293

* Data apply to period ending April 15.

† Data for April 1954 include 5,831 on revised claims and 1,753 on supplementary benefit claims.

‡ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—March	3,342,000	2,829,400	512,600†
February	3,339,000	2,844,200	494,800†
January	3,328,000	2,937,000	391,000†
1953—December	3,276,000	3,037,500	238,500
November	3,230,000	3,076,400	153,600
October	3,220,000	3,100,600	119,400
September	3,197,000	3,085,700	111,300
August	3,171,000	3,060,100	110,900
July	3,161,000	3,041,200	119,800
June	3,116,000	2,972,900	143,100
May	3,119,000	2,903,800	215,200
April	3,150,080	2,888,100	262,580
March	3,164,000	2,800,800	363,200

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1954

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			Balance in Fund	
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Supplementary Classes 1 and 2		Total
TO 1950.....	\$ 644,736,331.88	\$ 128,956,931.60	\$ 41,539.99	\$ 61,950,706.65	\$ 835,704,600.12	\$ 758,263.89	\$ 253,057,627.60	\$ 582,646,972.52	
1951.....	128,734,248.84	25,706,703.41	34,656.50	15,630,847.08	170,206,455.81	5,199,949.79	88,273,051.54	661,580,376.79	
1952.....	153,887,858.49	30,805,704.77	33,344.00	19,046,563.98	203,773,411.24	4,559,477.69	90,154,436.60	778,169,351.43	
1953.....	155,184,505.03	31,068,836.18	36,085.91	22,450,737.44	200,208,254.59	7,008,266.57	135,822,441.36	851,585,164.66	
1954.....	158,673,276.19	31,735,867.91	36,833.77	26,084,504.24	216,540,482.11	12,231,610.40	186,851,513.43	881,274,133.34	
TO 1954.....	1,241,276,310.43	248,262,043.87	182,460.20	145,712,389.37	1,635,433,203.87	29,763,819.57	754,159,070.53	881,274,133.34	
April.....	13,983,783.36	2,791,191.90	2,025.75	2,203,262.63	18,981,163.64	4,456,363.48	29,820,898.86	870,451,398.12	
May.....	*13,115,221.43	2,610,732.42	2,200.00	2,197,571.44	17,925,735.29	421,760.95	21,119,433.19	867,240,700.22	
Sub-Total.....	27,099,004.79	5,401,924.32	5,125.75	4,400,834.07	36,906,888.93	4,878,354.43	50,940,322.05	867,240,700.22	
Total.....	1,268,375,315.22	253,663,968.19	187,585.95	150,113,223.44	1,672,340,082.80	34,642,174.00	\$85,099,392.58	867,240,700.22	

Total \$13,115,221.43

* Stamps \$6,386,033.17 Meter \$1,545,400.02 Bulk \$5,183,787.34 D.V.A.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, APRIL, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Com- mencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Con- sidered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	3,378	2,754	624	2,581	98,072 (184)	228,172
Prince Edward Island.....	319	288	31	455	23,076 (75)	47,593
Nova Scotia.....	1,882	1,631	251	2,198	118,121 (595)	258,862
New Brunswick.....	2,958	2,545	413	3,304	157,248 (352)	343,459
Quebec.....	16,740	13,514	3,226	15,382	732,637 (4,195)	1,593,306
Ontario.....	9,474	7,277	2,197	8,714	466,118 (1,869)	1,019,264
Manitoba.....	1,622	1,308	314	1,946	105,192 (1,113)	230,795
Saskatchewan.....	1,205	984	221	1,289	59,970 (288)	137,883
Alberta.....	2,126	1,641	485	1,870	83,543 (717)	192,102
British Columbia.....	2,873	2,234	639	2,921	178,192 (1,483)	403,615
Total, April, 1954.....	42,577*	34,176	8,401	40,660†	2,022,169 (10,871)	4,455,051
Total, April, 1953.....	30,818*	23,817	7,001	29,621†	1,314,079 (—)	2,801,555

* There were, in addition, 1,134 renewal claims in April, 1954, and 717 in April, 1953.

† Includes 1,959 renewal claims in April, 1954, and 1,317 in April, 1953.

F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO MAY 1954**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.8	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.9	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	114.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2
August.....	115.7	112.8	124.1	110.4	117.2	115.8
September.....	116.2	114.0	124.2	101.4	117.4	115.9
October.....	116.7	115.5	124.5	110.3	117.5	116.0
November.....	116.2	113.4	125.0	110.3	117.4	116.3
December.....	115.8	112.1	125.2	110.2	117.4	116.3
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Com- modities and Service
	May 1st, 1953	April 1st, 1954	May 1st, 1954					
St. John's, Nfld. ⁽¹⁾	101.1	102.0	102.2	99.3	107.3	102.1	104.0	102.6
Halifax.....	112.2	113.8	113.6	104.7	122.6	116.6	119.2	116.2
Saint John.....	114.4	115.9	115.8	108.4	118.2	118.6	116.8	123.0
Montreal.....	114.9	116.3	116.3	112.7	132.1	110.7	115.8	116.8
Ottawa.....	113.7	115.5	115.5	109.3	126.2	113.5	116.7	118.6
Toronto.....	115.7	117.7	117.7	109.1	139.8	111.9	116.9	118.6
Winnipeg.....	113.6	114.9	114.8	109.7	122.9	115.2	113.5	117.4
Saskatoon—Regina.....	112.1	113.6	113.5	108.0	113.7	117.0	118.8	113.0
Edmonton—Calgary.....	113.2	114.3	114.4	109.3	119.4	114.2	115.5	118.2
Vancouver.....	115.7	116.9	116.9	109.8	124.6	113.4	126.4	118.9

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

⁽¹⁾ St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

Source: Dominion Bureau of Statistics

*Commodities	Per	Dec 1911	Dec 1945	Year 1951	May 1951	Year 1952	May 1952	Year 1953	April 1954	May 1954	Price May 1954
Beef, sirloin steak.....	lb.	47.4	61.0	143.5	141.6	132.7	139.8	113.0	101.8	103.8	73.1
Beef, round steak.....	lb.	44.1	59.1	142.9	140.9	133.3	132.1	112.0	101.1	102.3	68.6
Beef, blade.....	lb.	43.7	52.7	151.3	150.0	133.5	132.5	106.2	100.8	101.6	46.3
Beef, stewing boneless.....	lb.	41.0	48.5	155.3	153.1	126.7	125.3	115.2	102.3	101.0	47.4
Lamb, leg roast.....	lb.	42.2	60.3	134.1	126.7	99.0	98.1	112.2	111.8	109.6	78.0
Pork, fresh loin, centre-cut.....	lb.	53.3	61.2	114.8	105.3	131.7	98.2	104.8	113.8	115.7	77.3
Pork, fresh shoulder, back-off.....	lb.	50.2	54.2	117.9	111.5	78.4	76.2	101.0	114.1	115.7	96.3
Bacon, side, fancy sliced, rind off.....	4lb.	55.2	61.2	95.1	91.4	72.5	64.3	85.9	118.3	119.9	30.8
Lard, pure, package.....	lb.	66.7	73.6	121.1	128.3	92.3	93.7	87.1	117.2	117.6	27.4
Shortening, lard.....	lb.	57.4	58.6	112.4	119.4	92.3	93.7	86.7	91.4	92.0	20.7
Eggs, fresh.....	doz.	77.3	91.1	116.5	110.1	96.0	79.5	109.9	105.7	83.7	51.5
Milk, grade "A", large, carton.....	qt.	67.3	57.8	110.0	108.9	118.4	118.5	118.5	118.5	118.5	21.1
Butter, creamery, prints.....	lb.	58.2	61.4	104.9	100.6	102.4	98.3	100.7	102.3	98.0	63.3
Cheese, plain, processed, 4 lb.....	pkg.	78.2	72.6	111.1	110.0	115.9	116.1	113.2	111.4	111.3	32.5
Bread, plain, white, wrapped, sliced.....	lb.	66.7	66.7	115.5	111.5	119.3	119.7	121.5	126.8	126.8	12.5
Flour, all purpose.....	lb.	58.4	56.8	106.9	106.2	105.9	106.2	108.9	110.5	110.5	7.7
Corn flakes, 8 oz.....	pkg.	61.6	63.9	113.8	113.1	122.4	122.4	123.2	123.2	123.2	17.4
Tomatoes, canned 2½ s.....	tin	64.3	67.2	115.0	108.6	143.6	148.6	121.8	103.2	102.2	20.5
Peas, 20 oz.....	tin	77.9	82.4	107.2	105.0	116.9	115.5	120.0	118.9	118.9	20.9
Corn, cream, choice, 20 oz.....	tin	68.5	70.7	95.49	95.5	103.2	104.1	96.3	92.6	92.6	17.7
Onions, cooking.....	lb.	68.9	83.8	99.1	87.3	158.6	204.5	119.8	89.6	101.6	7.7
Potatoes, No. 1, table.....	lb.	58.1	94.1	96.9	82.6	196.9	224.6	111.8	79.5	82.1	28.6
Raisins, seedless, bulk or in bag.....	10 lbs.	80.0	127.5	127.5	123.0	138.9	141.2	135.2	133.2	133.2	23.5
Oranges, California.....	doz.	89.2	107.7	109.6	113.3	105.3	105.7	94.8	117.0	115.3	40.6
Jam, Strawberry, 16 oz.....	jar	74.9	76.7	114.0	113.7	110.6	112.5	104.5	106.5	106.5	24.7
Peaches, 15 oz.....	tin	69.0	73.5	105.5	105.5	104.4	106.0	97.7	97.7	97.7	20.2
Sugar, granulated, bulk or in bag.....	lb.	87.5	87.5	124.8	125.6	121.0	125.6	107.8	101.9	101.9	9.4
Coffee, medium quality, in bag.....	lb.	72.7	66.4	105.2	103.3	103.0	104.5	104.1	240.6	214.9	133.7
Tea, black, 4 lb.....	pkg.	84.3	75.7	104.2	104.1	104.9	105.3	98.1	102.1	103.3	50.6

* Description and Units of Sale apply to May, 1954 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per 4 lb. pig.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, neck-off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	90.4	.....	66.3	46.6	63.7	81.0	77.7	48.6	59.5
P.E.I.—									
2—Charlottetown.....	64.8	50.6	50.7	38.5	37.0	75.0	64.5	45.0	51.0
Nova Scotia—									
3—Halifax.....	77.8	66.8	^a 44.2	44.9	42.6	75.3	56.1	56.1	58.0
4—Sydney.....	70.6	62.8	^a 48.1	49.4	46.6	76.4	60.7	50.5	50.1
New Brunswick—									
5—Moncton.....	68.9	63.9	47.3	42.2	38.7	77.5	55.7	51.7	53.0
6—Saint John.....	75.8	68.0	^a 49.2	50.2	43.9	77.0	57.5	54.8	50.4
Quebec—									
7—Chicoutimi.....	88.8	84.6	57.2	45.8	43.3	72.3	65.8	48.4	48.2
8—Hull.....	68.1	69.6	46.4	45.0	38.4	73.5	55.1	47.5	56.1
9—Montreal.....	86.2	81.6	^a 46.5	50.4	39.0	78.1	58.5	50.3	59.6
10—Quebec.....	86.9	80.4	^a 45.4	42.4	44.9	66.6	54.1	45.3	54.3
11—Sherbrooke.....	81.4	76.3	52.6	52.9	35.6	73.0	57.4	49.7	44.8
12—Sorel.....	81.1	75.0	^a 54.7	43.7	42.3	68.6	54.0	49.3	57.5
13—Three Rivers.....	91.8	77.5	42.1	42.3	38.8	69.4	56.9	50.3	59.0
Ontario—									
14—Brantford.....	65.9	64.3	50.2	47.0	36.9	75.4	54.8	51.6	53.2
15—Cornwall.....	64.3	64.8	^a 42.0	46.4	36.1	70.9	56.2	50.6	55.6
16—Fort William.....	69.6	67.9	^a 47.5	50.7	42.4	75.3	.....	48.8	59.7
17—Hamilton.....	73.8	68.3	48.1	49.1	39.1	79.1	51.0	52.1	51.5
18—Kirkland Lake.....	71.0	68.2	44.3	45.6	40.5	77.5	^d 61.0	54.8	59.3
19—London.....	71.2	66.9	47.7	48.0	41.0	77.3	55.0	52.9	54.6
20—North Bay.....	66.2	64.4	45.0	43.2	38.2	76.2	51.5	51.4	50.0
21—Oshawa.....	66.7	65.5	42.4	45.3	35.4	77.6	48.5	50.9	48.4
22—Ottawa.....	71.5	66.8	45.1	46.8	34.5	76.3	56.1	48.8	56.7
23—Sault Ste. Marie.....	65.2	65.2	^a 45.2	51.0	46.2	75.3	59.6	51.5	56.0
24—Sudbury.....	61.4	62.0	^a 48.0	48.6	39.0	70.7	^d 60.4	48.3	50.3
25—Toronto.....	74.1	70.4	^a 51.1	47.6	38.6	77.2	^d 49.8	51.5	48.3
26—Windsor.....	68.2	64.2	^a 45.1	49.6	38.3	78.1	^d 53.9	52.1	56.4
Manitoba—									
27—Winnipeg.....	74.1	67.3	50.7	48.1	43.0	76.1	^d 58.0	49.3	51.6
Saskatchewan—									
28—Regina.....	70.7	65.9	^a 49.0	50.1	40.8	72.2	^d 56.4	52.3	53.5
29—Saskatoon.....	62.1	59.9	^a 45.1	52.7	44.1	70.4	^d 57.2	50.2	51.4
Alberta—									
30—Calgary.....	68.8	63.5	54.2	52.1	39.2	72.3	^d 60.8	49.6	52.8
31—Edmonton.....	67.6	63.8	^a 42.2	48.5	37.8	68.8	52.4	50.5	45.0
British Columbia—									
32—Prince Rupert.....	82.0	72.5	^a 50.8	48.8	42.7	78.8	65.8	52.5	62.2
33—Trail.....	77.0	69.0	55.0	56.0	.....	76.0	^d 64.0	49.8	63.0
34—Vancouver.....	83.7	74.1	55.8	53.9	43.8	84.7	^d 66.9	53.1	56.8
35—Victoria.....	87.1	78.1	57.6	57.3	51.2	82.3	60.7	51.1	53.7

FOODS AND COAL BY CITIES, MAY, 1954

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts. f	cts. h	cts.
Newfoundland—									
1—St. John's.....		8-5	12-7	20-4	10-8	58-0	73-9	32-0	77-3
P.E.I.—									
2—Charlottetown.....		8-9	14-4	19-5	10-1	52-0	50-4	17-0	67-8
Nova Scotia—									
3—Halifax.....	69-2	8-7	12-8	18-5	9-1	49-5	53-8	20-5	67-8
4—Sydney.....	69-6	9-0	14-0	19-4	10-1	50-8	57-8	22-0	70-1
New Brunswick—									
5—Moncton.....	75-0	8-8	15-6	18-4	9-4	51-0	52-0	20-0	67-5
6—Saint John.....	68-6	8-6	13-3	18-9	9-3	49-0	57-3	21-0	68-3
Quebec—									
7—Chicoutimi.....		8-5	16-0	19-3	9-6	55-0	62-2	20-0	61-4
8—Hull.....	79-0	7-8	12-7	17-5	9-6	46-2	53-0	22-0	62-1
9—Montreal.....	81-3	8-0	12-7	17-4	8-8	50-0	54-5	20-0	61-3
10—Quebec.....	82-2	7-8	12-5	17-9	9-1	52-1	56-3	20-0	63-7
11—Sherbrooke.....	79-2	7-8	13-1	17-9	8-8	49-7	55-9	20-0	61-0
12—Sorel.....	89-3	7-7	12-7	18-0	8-8	47-2	51-0	19-0	60-5
13—Three Rivers.....	73-3	8-0	12-7	17-4	9-5	49-8	52-1	19-0	60-5
Ontario—									
14—Brantford.....		8-1	12-7	17-6	9-3	45-2	51-2	21-0	61-9
15—Cornwall.....		7-8	12-7	18-2	9-4	46-8	53-4	20-0	63-0
16—Fort William.....	84-3	8-0	14-0	19-0	10-0	53-0	52-2	23-0	63-2
17—Hamilton.....		8-2	12-7	17-7	9-7	46-2	53-0	22-0	63-4
18—Kirkland Lake.....	79-7	8-2	12-0	18-9	10-2	51-8	54-2	25-0	65-0
19—London.....	84-0	8-0	12-7	17-4	9-7	46-2	48-8	21-0	64-8
20—North Bay.....		8-3	13-0	19-1	10-5	47-8	55-7	22-0	66-2
21—Oshawa.....		7-9	12-7	17-4	9-3	46-0	49-1	21-0	62-6
22—Ottawa.....	73-1	8-2	12-7	17-5	9-4	48-4	55-2	21-6	63-1
23—Sault Ste. Marie.....		8-4	13-3	19-3	10-5	49-7	55-7	23-0	66-3
24—Sudbury.....	72-7	8-3	13-3	18-3	10-4	48-6	53-8	23-0	64-8
25—Toronto.....	78-3	7-9	12-7	17-4	9-0	44-3	50-6	22-0	63-6
26—Windsor.....	77-1	8-3	12-7	17-8	9-8	48-5	51-4	22-0	64-7
Manitoba—									
27—Winnipeg.....	80-7	7-5	15-0	17-7	11-0	70-5	48-8	21-0	61-1
Saskatchewan—									
28—Regina.....	74-8	8-0	14-4	18-5	11-5	67-5	47-3	19-0	61-3
29—Saskatoon.....		7-8	13-6	17-7	13-0	64-5	45-8	20-5	62-9
Alberta—									
30—Calgary.....	82-9	7-6	14-4	18-1	11-3	64-5	48-5	21-0	63-5
31—Edmonton.....	77-6	7-8	14-4	17-9	11-2	64-5	46-1	20-0	65-5
British Columbia—									
32—Prince Rupert.....	90-0	8-5	14-0	18-6	10-6	63-0	56-8	31-0	67-8
33—Trail.....	87-0	8-2	17-0	18-5	11-2	69-2	59-0	23-0	65-8
34—Vancouver.....	81-9	7-9	16-0	17-8	9-3	58-0	53-1	21-4	66-3
35—Victoria.....	88-8	8-0	16-0	17-9	9-7	59-6	55-1	24-0	66-9

TABLE F-4.—RETAIL PRICES OF STAPLE
SOURCE: Dominion

Locality	Cheese, plain, processed, per 1 lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per 1 lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			
								Tomatoes, choice, 24 ^a (38 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
1—St. John's.....	35.3	32.5	.....	34.7	.....	18.8	49.0	27.8	25.6	23.0	
P.E.I.—											
2—Charlottetown.....	36.4	.....	29.4	32.0	27.7	10.7	20.9	24.5	23.3	21.4	
Nova Scotia—											
3—Halifax.....	35.2	40.2	30.2	31.4	25.2	17.9	21.6	23.2	24.0	19.6	
4—Sydney.....	35.8	38.6	29.4	30.3	26.0	20.0	23.0	23.8	23.3	20.2	
New Brunswick—											
5—Moncton.....	35.7	37.8	30.0	31.0	25.1	16.7	21.9	21.6	23.6	18.9	
6—Saint John.....	35.9	38.1	30.6	30.9	25.9	16.7	21.5	20.6	24.4	18.7	
Quebec—											
7—Chicoutimi.....	35.1	.....	26.3	34.2	26.4	18.3	.....	20.5	22.7	19.2	
8—Hull.....	32.3	.....	27.5	29.2	24.5	16.6	19.8	17.7	21.0	16.4	
9—Montreal.....	32.4	.....	28.4	30.3	25.0	16.8	19.4	17.7	21.2	18.8	
10—Quebec.....	34.0	.....	28.8	30.9	25.1	17.2	20.1	20.0	20.9	17.7	
11—Sherbrooke.....	33.6	.....	25.5	29.6	24.4	16.8	21.2	17.9	20.5	19.4	
12—Sorel.....	33.1	.....	27.9	29.4	25.2	16.8	21.3	18.3	19.2	16.7	
13—Three Rivers.....	33.5	.....	25.2	29.5	25.2	17.4	.....	18.2	20.5	19.8	
Ontario—											
14—Brantford.....	32.6	39.3	28.5	29.3	24.8	17.9	20.6	21.6	21.2	17.7	
15—Cornwall.....	33.1	37.7	28.8	29.7	24.8	17.0	20.6	18.3	19.8	17.8	
16—Fort William.....	35.1	39.1	28.9	30.4	24.2	19.1	21.0	22.2	23.0	18.2	
17—Hamilton.....	33.0	39.3	28.3	30.9	24.8	17.2	20.9	21.0	21.8	16.2	
18—Kirkland Lake.....	32.2	37.8	30.2	31.2	25.8	18.8	21.7	21.1	21.8	18.3	
19—London.....	32.1	38.8	29.7	29.4	24.8	18.0	20.0	21.7	21.2	17.5	
20—North Bay.....	34.0	39.8	30.5	30.5	28.2	18.5	.....	20.2	22.5	17.8	
21—Oshawa.....	32.8	40.3	29.1	28.8	23.8	16.6	.....	21.4	20.5	16.7	
22—Ottawa.....	33.1	39.3	28.8	30.0	24.5	17.0	21.1	18.6	22.4	17.3	
23—Sault Ste. Marie.....	34.2	39.6	30.3	31.2	25.6	17.6	.....	20.7	22.5	17.4	
24—Sudbury.....	33.5	37.2	27.6	29.2	24.8	17.0	.....	20.1	.....	15.7	
25—Toronto.....	32.4	39.4	28.8	29.8	23.3	16.1	20.2	20.0	21.0	16.9	
26—Windsor.....	32.6	39.8	29.1	30.1	24.7	17.6	21.0	19.5	16.9 ^m	15.8 ^m	
Manitoba—											
27—Winnipeg.....	34.6	40.8	26.9	29.7	24.4	16.6	21.7	21.8	17.5 ^m	17.9	
Saskatchewan—											
28—Regina.....	35.6	41.0	26.2	32.0	25.1	18.5	22.6	23.7	23.8	19.4	
29—Saskatoon.....	34.7	39.2	25.2	30.7	24.7	18.6	22.2	22.4	22.8	19.9	
Alberta—											
30—Calgary.....	33.2	39.7	24.8	31.8	24.2	18.0	20.5	25.7	21.1	20.4	
31—Edmonton.....	34.3	41.9	25.1	32.9	24.8	18.2	21.4	25.1	22.8	21.3	
British Columbia—											
32—Prince Rupert.....	36.8	40.4	27.8	32.9	25.9	22.2	23.4	28.6	18.7 ^m	16.9 ^m	
33—Trail.....	36.7	39.9	27.0	33.3	.....	20.5	23.7	28.2	21.0 ^m	19.2 ^m	
34—Vancouver.....	34.7	39.7	28.9	30.1	23.8	17.4	21.4	25.9	14.9 ^m	15.2 ^m	
35—Victoria.....	34.7	39.9	29.4	30.3	23.0	16.8	21.0	24.3	17.7 ^m	15.9 ^m	

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price
averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts
with bone-in. (d) Including butts. (e) Local. (f) Imported (g) Mixed carton and loose.

FOODS AND COAL BY CITIES, MAY, 1954

Bureau of Statistics

Locality	Oranges, California, 28s, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	Anthracite, per ton	Bituminous, per ton
Newfoundland—										
1—St. John's.....	45.6	31.0	34.7	9.3	34.8	26.1	62.8	1.402	.....	22.75
P.E.I.—						n		v		
2—Charlottetown.....	40.5	23.0	20.7	8.5	29.0	27.1	50.9	1.413	.....	17.50
Nova Scotia—										
3—Halifax.....	42.0	21.6	25.3	8.9	29.0	23.6	50.6	1.474	.....	19.50
4—Sydney.....	46.5	25.2	24.8	6.8	30.1	26.2	50.5	1.423	.....	13.60
New Brunswick—						n				
5—Moncton.....	42.9	22.2	19.5	7.2	29.4	25.5	49.5	1.355	.....	18.77
6—Saint John.....	44.4	21.9	18.0	9.0	30.4	27.2	52.9	1.441	.....	19.69
Quebec—						n		v		
7—Chicoutimi.....	38.4	18.5	27.1	10.4	31.0	27.8	58.3	1.354	28.00	.....
8—Hull.....	39.6	18.6	24.8	9.4	28.2	24.8	54.3	1.355	28.50	.....
9—Montreal.....	40.5	16.0	21.4	9.0	29.4	24.9	50.7	1.417	25.48	.....
10—Quebec.....	43.2	18.1	19.9	9.2	29.5	25.9	53.6	1.425	27.50	.....
11—Sherbrooke.....	41.1	17.1	21.1	9.1	29.4	24.8	54.3	1.398	26.00	.....
12—Sorel.....	41.4	16.8	25.0	9.1	28.8	23.9	54.4	1.394	26.25	.....
13—Three Rivers.....	42.0	17.9	20.5	9.3	28.3	25.1	55.1	1.364	26.40	.....
Ontario—										
14—Brantford.....	37.8	18.5	27.8	7.8	30.6	23.3	53.1	1.341	25.40	.....
15—Cornwall.....	42.0	15.9	24.5	9.3	29.4	24.7	54.2	1.375	29.30	.....
16—Fort William.....	41.1	19.8	36.8	6.9	27.5	25.8	51.9	1.362	26.62	.....
17—Hamilton.....	39.6	19.1	28.8	7.3	29.4	23.0	51.6	1.382	24.56	.....
18—Kirkland Lake.....	41.1	19.2	32.6	8.8	31.8	25.3	56.0	1.376	31.75	.....
19—London.....	39.6	18.8	27.9	6.8	29.2	22.5	52	1.374	25.00	.....
20—North Bay.....	40.8	20.2	29.4	7.4	.....	23.0	54.0	1.368	27.25	.....
21—Oshawa.....	39.3	18.6	27.3	7.4	27.0	22.7	56.0	1.347	25.60	.....
22—Ottawa.....	39.0	18.7	25.6	8.3	29.2	25.2	52.0	1.378	28.50	.....
23—Sault Ste. Marie.....	42.0	19.9	33.3	9.5	30.3	24.6	55.8	1.332	27.25	.....
24—Sudbury.....	40.2	18.6	28.8	9.3	28.4	24.4	51.2	1.264	29.70	.....
25—Toronto.....	36.3	17.5	28.9	6.7	28.5	24.4	50.8	1.321	23.83	.....
26—Windsor.....	38.1	18.8	27.8	7.7	31.7	24.6	52.4	1.376	26.00	.....
Manitoba—						n				
27—Winnipeg.....	41.7	19.8	25.5	5.4	29.1	27.1	50.9	1.379	.....	21.15
Saskatchewan—										
28—Regina.....	44.1	22.3	36.9	8.0	30.2	26.4	52.2	1.392	.....	18.50
29—Saskatoon.....	46.8	23.3	42.9	10.3	31.6	26.2	49.2	1.389	.....	17.98
Alberta—						n				
30—Calgary.....	48.6	23.5	38.5	8.0	29.4	24.6	51.0	1.312	.....	.....
31—Edmonton.....	49.2	22.9	44.1	9.2	31.4	25.6	50.6	1.368	.....	8.58
British Columbia—						n				
32—Prince Rupert.....	45.3	24.9	38.1	8.6	29.1	26.0	52.2	1.351	.....	22.90
33—Trail.....	38.7	24.2	38.3	7.7	29.8	26.4	49.7	1.398	.....	19.75
34—Vancouver.....	36.0	19.9	40.8	7.5	26.0	23.5	50.2	1.339	.....	21.02
35—Victoria.....	36.0	20.2	45.5	7.6	28.8	24.0	47.4	1.355	.....	21.44

(h) Evaporated milk, 17-0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian 'and
 Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES
(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country		Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Localities	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Consumer Price Index	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
		1949	1947-49	Mexico City 1939	January 1952	August 1953	Paris 1949	1938	1935	August, 1939	June-Aug. 1939	1933	1936-39 = 1000	1st quarter 1949 = 1000
1933		(a) 58.8	(b) 55.3		(c) 140	(d) 151							(d) 600	
1939		63.2	59.4	100.0	(e) 138	(f) 178	(m) 108		107.5	(g) 138	(h) 103	43.2	1039	600
1940		65.7	59.9	100.7	(i) 181	(j) 184	(m) 126		129.5	(k) 153	(l) 103	99.9	1039	748
1941		69.6	62.9	104.4	(l) 199	(m) 226	(m) 150		131.7	(n) 153	(o) 113	103.4	1051	782
1944		74.0	75.2	109.1	(p) 201	(q) 246	(m) 285		138.2	(r) 207	(s) 138	108.2	1111	810
1945		75.0	76.9	213.5	(t) 203	(u) 246	(m) 363		137.5	(v) 203	(w) 279	128.8	1270	872
1946		77.5	83.4	266.7	(v) 203	(h) 291	(m) 645		160.3	(e) 208	(t) 263	132.2	1270	884
1947		84.8	95.5	303.3	(i) 203			45.5	162.1	(e) 208	(t) 263	134.1	1270	884
1948		97.0	102.8	318.9	(j) 198	(i) 99	(m) 1080	48.7	175.4	(e) 217	(t) 263	134.1	1270	884
1949		100.0	101.8	335.0	(k) 111	(j) 100	(m) 1818	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
1950		102.9	102.8	355.2	(l) 114	(k) 101	(m) 1945	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
1951		113.7	111.0	401.0	(l) 124	(l) 109	(m) 130.1	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
1952		116.5	113.5	455.7	(m) 106	(l) 118	(m) 115.4	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
1953	March	115.5	114.4	451.2	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	April	114.8	113.6	449.1	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	May	114.4	113.7	448.6	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	June	114.4	114.0	448.6	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	July	114.9	114.5	449.4	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	August	115.4	115.0	449.4	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	September	115.7	115.0	450.6	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	October	116.2	115.2	452.1	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	November	116.7	115.4	452.1	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	December	116.7	115.0	445.2	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
1954	January	115.8	114.9	445.0	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	February	115.7	115.2	445.0	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	March	115.5	115.0	445.4	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	April	115.7	115.0	446.6	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884
	May	115.5	114.6	446.6	(n) 105	(l) 125	(m) 143.7	48.9	175.9	(e) 222	(t) 263	134.1	1270	884

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Annual averages 1948-53 and monthly index May 1953 on base August 1947 = 100. (m) Annual averages 1939-1950 are on base 1938 = 100. (n) 1953 average is for eleven months. (o) Not available.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1952	1953	April 1953	March 1954	April 1954
All Commodities Classified According to Chief Component Material.....										
I. Vegetable Products.....	83.4	166.0	124.6	87.4	99.2	256.0	220.7	219.5	218.6	217.9
II. Animals and Their Products.....	79.8	175.6	135.7	81.4	80.1	213.3	195.0	197.3	199.4	196.0
III. Fibres, Textiles, and Textile Products.....	94.4	166.3	145.2	79.1	100.6	248.2	231.7	234.4	232.1	240.9
IV. Wood, and Its Products and Paper.....	81.6	220.4	128.1	97.8	98.9	251.5	240.0	240.0	233.1	233.3
V. Iron and Its Products.....	84.7	123.7	130.3	87.2	107.5	291.0	288.6	289.9	284.1	286.7
*VI. Non-ferrous Metals and Their Products.....	72.3	164.5	98.2	80.5	104.8	214.0	221.4	221.5	213.2	214.2
VII. Non-Metallic Minerals and Their Products.....	133.9	193.0	134.5	87.5	104.0	172.9	168.6	170.7	167.1	167.6
VIII. Chemicals and Allied Products.....	69.7	99.6	194.0	99.1	99.7	173.9	176.9	175.3	179.0	178.3
	79.8	149.5	130.2	102.4	100.3	180.1	175.7	176.2	173.9	176.0
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	151.4	136.1	79.3	91.9	218.7	207.0	205.6	204.3	205.7
II. All Manufactured (fully or chiefly).....	86.2	169.8	133.7	93.3	101.9	250.7	228.8	227.8	226.9	225.1
Non-Residential Building Materials (1949 = 100).....					60.3	133.2	124.4	124.8	122.9	122.6
Residential Building Materials.....					102.3	281.8	282.6	284.3	275.9	276.1
Canadian Farm Products Total.....					92.6	250.2	219.5	221.7	206.7	205.5
Field.....					83.7	233.0	173.1	187.6	151.3	159.6
Animal.....					101.5	277.5	263.8	255.8	262.0	260.4

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January.....	24‡	24	10,619‡	10,619	156,969	0.19
February.....	7	17	749	4,631	52,270	0.06
March.....	12	18	1,107	1,722	13,945	0.02
April.....	24	33	1,657	2,268	24,661	0.03
May.....	7	20	2,032	3,341	31,040	0.04
Cumulative totals.....	74		16,164		278,885	0.07
1953						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	12	20	4,479	5,405	32,998	0.04
April.....	15	22	2,854	3,626	29,180	0.03
May.....	17	30	2,740	4,752	36,097	0.04
Cumulative totals.....	69		14,657		153,102	0.04

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May 1954				
MINING— Sodium sulphate miners and mill workers, Ormiston, Sask.	1	51	1,000	Commenced April 1; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Women's clothing factory workers, Montreal, Que.	1	12	200	Commenced February 23; protesting dismissal of three workers; un- terminated.
<i>Miscellaneous Wood Products</i> — Sawmill workers, Salmon Arm, B.C.	1	15	170	Commenced April 29; for a new agreement providing for increased wages and pay for two statutory holidays, following reference to conciliation board, and for rein- statement of a dismissed foreman; terminated May 15; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.</i> — Safety glass factory workers, Windsor, Ont.	1	220	3,300	Commenced March 31; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take- home pay, following reference to conciliation board; terminated May 21; conciliation; compromise.
CONSTRUCTION— <i>Buildings and Structures</i> — Welders and helpers, Regina, Sask.	1	114	1,000	Commenced April 9; for a new agreement providing for subsis- tence pay of 50 cents per hour and increased wages for helpers; termi- nated May 13; conciliation; com- promise.
Pipefitters, welders, etc. Regina, Sask.	1	71	710	Commenced April 12; sympathy with strike of welders and helpers, April 9-54; terminated May 14; conciliation; compromise.
TRADE— Stationery store clerks, Vancouver, B.C.	2	46	900	Commenced April 13; for new agree- ments providing for increased wages, closed shop and reduction in apprentice period from four to two years, following reference to conciliation board; untermiated.
SERVICE— <i>Business and Personal</i> — Hotel employees, Medicine Hat, Alta.	5	91	2,000	Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take- home pay, following reference to arbitration board; untermiated.
Beverage room employees, Lethbridge, Alta.	7	51	1,270	Commenced April 22; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, extension of vacation plan and for welfare plan, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA MAY 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May 1954—Con.				
Beverage room employees, Calgary, Alta.	20	183	4,500	Commenced April 22; for implemen- tation of award of arbitration board for reduced hours from 44 to 40 per week with same take-home pay, Rand formula for union dues and extension of vacation plan in new agreement under negotiations; unterminated
Beverage room employees, Windsor, Ont.	1	8	200	Commenced April 23; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week, following reference to conciliation board; untermi- nated.
Beverage room employees, Edmonton, Alta.	10	97	2,400	Commenced April 27; for new agree- ments providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; untermi- nated.
Garage workers, St. John's, Nfld.	11	350	7,500	Commenced April 27; for new agree- ments providing for increased wages, reduced hours from 50 to 45 per week and other changes; terminated May 29; conciliation and return of workers pending negotiations; indefinite.
Strikes and Lockouts Commencing During May 1954				
MINING— Coal miners, Thorburn, N.S.	1	340	340	Commenced May 19; protesting suspension of two workers for leaving mine before completion of assigned duties; terminated May 20; return of workers; in favour of employer.
MANUFACTURING— <i>Animal Foods—</i> Fish processing plant workers, Halifax, N.S.	1	244	1,950	Commenced May 7; protesting dismissal of worker for refusal to work overtime; terminated May 17; return of workers pending reference to arbitration; indefinite.
<i>Textiles, Clothing, etc.—</i> Cotton yarn factory workers, Welland, Ont.	1	⁽³⁾ 17	65	Commenced May 26; protest against operating additional spindles; un- terminated.
<i>Pulp, Paper and Paper Products—</i> Paper mill office workers, Merritton, Ont.	1	⁽⁴⁾ 31	465	Commenced May 10; for a new agreement providing for increased wages retroactive to May 1-53, following reference to conciliation board; untermi- nated.
<i>Metal Products—</i> Automobile parts factory workers, Windsor, Ont.	1	160	1,200	Commenced May 21; for a union agreement providing for reduced hours from 49 to 45 per week, following reference to conciliation board; terminated May 31; con- ciliation; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Washing machine and boiler factory workers, Toronto, Ont.	1	1,164	1,700	Commenced May 25; protesting introduction of new wage classifi- cation in new agreement under negotiations; terminated May 26; return of workers pending reference to conciliation; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, mechanics and railway trainmen, Oshawa, Ont.	1	(⁽³⁾) 76	170	Commenced May 27; for inclusion of all members of union local, in- cluding 18 trainmen, in new agree- ment under negotiations; untermi- nated.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 73 indirectly affected; ⁽⁴⁾ 450 indirectly affected; ⁽⁵⁾ 43 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1954, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1					1		2
Struck by.....	3	17	1	18	11	5	1	6	1		2		65
(a) Tools, machinery, cranes, etc.....			1		2								3
(b) Moving vehicles.....		2		3	1	1	1	4			1		13
(c) Other objects.....	3	15		15	8	4		2	1		1		49
Caught In, On or Between Machinery, Vehicles, etc.....	1	2	1	3	5	1		4	1				18
Collisions, Derailments, Wrecks, etc.....	3	8	3	1	5	2	1	13	7	1	2		46
Falls and Slips.....		4	1	6	5	23	1	9			2		51
(a) Falls on same level.....						1		1					2
(b) Falls to different levels.....		4	1	6	5	22	1	8			2		49
Conflagrations, Temperature Extremes and Explosions.....		2			4	5				1	2		16
Inhalation, Absorptions, Asphyxiation, etc.....				12	5	1		1	1				20
Electric Current.....	2				1	2							5
Over-exertion and Industrial Diseases.....		1		3	5	2		5		1	1		18
Miscellaneous Accidents.....									1				1
Total, First Quarter—1954.....	9	34	6	47	42	37	3	38	13	3	10		242
Total, First Quarter—1953.....	17	50	4	45	72	37	7	36	12		25		305

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1954

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....						6				3		9
Logging.....					12	6				10		34
Fishing and Trapping.....			4			2						6
Mining and Quarrying.....	1		7		4	13	1	3	8	10		47
Manufacturing.....	2			1	3	25	2	1	3	5		42
Construction.....	2		1	1	21	4			1	3		37
Electricity, Gas, Water Production and Supply.....			1		1	1						3
Transportation, Storage and Communications.....	1		2	1	7	11	3	1	7	5		38
Trade.....				1	2	7				3		13
Finance.....					1		1			1		3
Service.....					1	7				2		10
Unclassified.....												
Total.....	6		15	4	52	82	9	8	23	43		242